

Annual Registration Statement

Annual Report 2025

Form 56-1 One Report

Unleashing Thai Innovation.
Transforming Smarter
Humanity.



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Financial Highlight

| Financial Ratio | 2025 | 2024 | Unit |
|-------------------------------|--------|--------|-------|
| 1. Current Ratio | 2.27 | 2.38 | times |
| 2. Quick Ratio | 1.39 | 1.49 | times |
| 3. Number of Days Receivables | 71.79 | 62.83 | days |
| 4. Number of Days Inventory | 90.44 | 95.75 | days |
| 5. Number of Days Payables | 71.31 | 54.38 | days |
| 6. Cash cycle | 90.92 | 104.20 | days |
| 7. Gross profit margin | 3.57% | 2.96% | % |
| 8. EBITDA margin | 6.49% | 1.86% | % |
| 9. EBIT margin | -3.07% | -8.34% | % |
| 10. Net profit margin | -2.95% | -8.13% | % |
| 11. Debt-to-Equity ratio | 0.37 | 0.33 | times |
| 12. Interest Coverage ratio | N/A | N/A | times |
| 13. Return on Assets (1.1) | -2.62% | -7.15% | % |
| 14. Return on Equity (1.2) | -3.41% | -8.64% | % |
| 15. Earning per share (2) | -0.07 | -0.20 | Baht |
| 16. Book value per share | 2.02 | 2.15 | Baht |

Remark
 (1.1) Return on Assets = EBIT for the year / average total asset
 (1.2) Return on Equity = Profit (loss) for the year / average total shareholders' equity
 (2) Earnings per share = Net profit (loss) attributable to equity holders of the company / number to issued and fully paid share

Message from the Acting Chairman

Dear Shareholders and Distinguished Guests,

I am pleased and honored to address you through this 56-1 One Report.

Throughout 2025, the company faced many challenges and risks such as a volatile global economy and sluggish customer demand. These resulted in operational losses during the second and third quarters. Nevertheless, the Board of Directors, executive management, and all employees remained vigilant and steadfast and had contributed dedicatedly. That is why we achieved a significant turnaround in the fourth quarter, with performance showing apparent improvement. Furthermore, the company has implemented changes for the better. We have appointed senior executives with expertise in the electronics industry and management experience from multinational company. We have also expanded our market presence across the United States, Europe, Asia, and Australia. Our Business Development Team has consistently visited our existing clients and pursued new clients by participating in regional trade exhibitions globally.

We also feel very proud that our corporate governance is recognized. The company received a Very Good CG Scoring from the Thai Institute of Directors Association (IOD). Additionally, the Thai Investors Association awarded and rated our 2025 Annual General Meeting of Shareholders as Excellent.

On behalf of the company, I would like to express my sincere gratitude to our shareholders, investors, stakeholders, the Board of Directors, and all executives and employees for their unwavering support. I reaffirm our commitment to conducting business with transparency and prudence, while rigorously managing risks to ensure the maximum benefit for our shareholders.

Respectfully yours,



(Associate Professor Dr. Preecha Jarungidanant)

Acting Chairman



Message from the Chief Executive Officer

Dear Shareholders and Stakeholders,

On behalf of the management team, I would like to express deepest gratitude to everyone for the continuous trust and support to the company. The year 2025 was another challenging year amidst global economic volatility, structural shift of the industry, and rising expectation from customers in the technologically advanced market. It was, however, also a year of many significant opportunities to strengthen our company for the long run.

The company faced pressures from market conditions and strategic pivots by key customers which in turn resulted in the close management during the first three quarters. Nevertheless, through careful strategic decisions, operation restructuring, and the dedicated efforts from the management team and employees, the company shows resilience. As a result, the performance in the fourth quarter had tangibly improved, and this reflects our ability to handle changes and drive the organization forward with clear direction.

The management team remains steadfast in driving the business forward following its medium-and long-term goals by creating a Business Roadmap that is closely integrated with Key Customer Roadmap. The company is determined to expand production capacity and grow a new customer base in the main three core business segments: OSAT, PCBA & Box Build, and Optics. Meanwhile, we also seek business opportunities that could thrive on our existing growth and build strategic partnerships and Joint Venture to increase our global competitiveness.

In 2025, the company also prioritized investment in machinery and advanced technology to support future growth, enhance production efficiency, and meet the demand of customer in highly complex products.

As for 2026, the company still sets its revenue target at 3 billion baht. We will continue to operate our business with prudence and flexibility while focusing on growing with qualities under good governance and appropriate risk management.

Finally, I would like to thank our shareholders, the Board of Directors, the management team, employees, and all stakeholders for being a vital force in supporting the company. The management team and I are committed to bring Stars Microelectronics (Thailand) Public Company Limited toward stability and sustainable growth in order to create long term value to shareholders and society as a whole.

Yours sincerely,



(Prompong Chaikul)

Chief Executive Officer



Board of Directors



**Associate Professor
Dr. Preecha Jarungidanan**

Acting Chairman , Independent Director,
Chairman of Audit Committee and Chairman
of Nomination & Remuneration Committee



Mr. Prompong Chaikul

Vice Chairman , Chairman of Executive Committee,
Chief Executive Officer (CEO), Chairman of Growth Committee
and Risk Management Committee Member



**Associate Professor
Dr. Aekkachai Nittayagasetwat**

Independent Director, Audit Committee Member
and Nomination & Remuneration Committee Member



Professor Dr. Kamphol Panyagometh

Independent Director, Audit Committee Member
and Chairman of Risk Management Committee



Mr. Nattapong Chaikul

Director and Executive Director



Mr. Yunyong Sawasdi

Director , Company Secretary , Executive Director,
Nomination & Remuneration Committee Member and
Risk Management Committee Member



**Assistant Professor
Dr. Jitkasame Ngarmnil**

Director

Management Team



Mr. Prompong Chaikul

- Vice Chairman
- Chairman of Executive Committee
- Chief Executive Officer
- Chairman of Growth Committee
- Risk Management Committee Member



Nunticha Chaikul, M.D.

- Vice Chairman of Executive Committee
- Chairman of Sustainable Development Committee



Dr. Surasit Chungpaiboonpatana

- Deputy Chief Executive Officer
- Executive Director



Mr. Naris Chandang

- Chief Marketing Officer
- Executive Director
- Sustainable Development Committee Member
- Growth Committee Member
- Risk Management Committee Member



**Mr. Chaiyot Thaveeratitham
(Until 5th December 2025)**

- Chief Financial Officer
- Executive Director
- Growth Committee Member
- Risk Management Committee Member



Dr. Nut Sritirawisarn

- Chief Operation Officer
- Executive Director
- Sustainable Development Committee Member
- Growth Committee Member
- Risk Management Committee Member

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Business Operation and Operating Results

Business Operation And Operating Results

Organizational Structure and
Operation of the Group of Companies

Risk Management

Business Sustainability
Development

Management Discussion
and Analysis (MD&A)

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other material facts

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1. Organizational Structure and Operation of the Group of Companies



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1.1 Policy and business overview

1.1.1 Vision, Objectives, Goals, Mission, Strategy, Core Value, Quality Policy

Vision , Objectives, Goals

“To be a sustainably profitable and growing company by providing five-star customer satisfaction and quality goods through a skilled workforce and world class manufacturing facility”



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Mission

“To provide our customers superior quality electronics, medical devices and other technological products through total team commitment, skillful staff, advanced manufacturing processes and world class facility”

Core Value

- Customer focus
- Cost awareness
- Cross functional teamwork
- Creativity

Strategies

1. Customer Base Expansion and Revenue Growth
2. Technology and Production Capacity Investment
3. Engineering Capability Enhancement
4. Operational Excellence Strategy
5. Strategic Partnerships, Risk Management, and Environmental, Social and Governance (ESG)

Do it right
& Do it now



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Quality Policy

We are committed to achieving total customer satisfaction through;

- Consistently supplying quality products to our valued customers.
- Continually improving the effectiveness of our quality management system.
- Creating an environment for cross-functional teamwork with a positive attitude and innovative approach.
- Respecting all Legal and Regulatory requirement.

The vision, mission and strategies for 2025 have already been considered and reviewed by the Board of Directors.



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1.1.2 Material changes and developments

During the past three years (2023-2025), there were the following important changes and developments in the company

- The company received a "Excellent" score of CG Score 2023 of Thai listed companies
- The company received "CSR-DIW" 2023 Award from the Department of Industry Works, Ministry of Industry. The Company has received this award continuously for many years. This award is given to the companies that are responsible for society consistently and sustainably.
- The company received a "very good" score of CG Score 2024 of Thai listed companies.
- The company received "CSR-DIW" 2024 Award from the Department of Industry Works, Ministry of Industry. The Company has received this award continuously for many years. This award is given to the companies that are responsible for society consistently and sustainably.
- Board of Director appointing Mr. Prompong Chaikul, Director and Chairman of Executive Committee, as Chief Executive Officer, effective from July 6, 2024.
- Board of Director appointing 2 sub-Committee 1) Sustainable Development Committee to promote sustainable development in accordance with the rules of SEC and Stock Exchange of Thailand and the United Nations 2) Growth Committee to drive organizational growth, effective from October 16, 2024.
- The company received a CG Score (Corporate Governance Report of Thai Listed Companies) for the year 2025 at the "Very Good" level.

- The company received the CSR-DIW Award for the year 2025. This award was presented by the Department of Industrial Works, Ministry of Industry, and the company has received this award consecutively every year. This award is granted to factories that demonstrate continuous and sustainable social responsibility.
- The Board of Directors appointed Dr. Nunticha Chaikul to the position of Vice Chairman of the Executive Committee, effective from 20 February 2025.
- The Board of Directors established the Sustainable Development Committee and appointed Dr. Nunticha Chaikul as the Chairman of the Sustainable Development Committee, effective from 7 August 2025.
- The Board of Directors appointed Mr. Surasit Chungpaiboonpatana to the position of Deputy Chief Executive Officer (Deputy CEO), effective from 21 July 2025, and appointed him as a member of the Executive Committee, effective from 21 May 2025.
- The Board of Directors appointed Dr. Nut Sritirawisarn to the position of Chief Operating Officer (COO), effective from 1 December 2025, and appointed him as a member of the Executive Committee, effective from 19 May 2025.

1.1.3 Name and location of the head office

Corporate information and Reference Persons

Corporate information

Stars Microelectronics (Thailand) Public Company Limited

Registration No. 0107545000098

Type of Business: Electronic Manufacturing Service

Headquarter: 605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In Ayutthaya 13160 Thailand

Tel: 035-258555

Fax: 035-258914

Website: www.starsmicro.com

Subsidiary Company

: Stars Microelectronics USA, Inc.
12 Greenway PLZ STE 1100, TX, USA 77046

: SMT Green Energy Company Limited
605-606 Moo 2, Tambol Klongjig , Amphur Bang Pa-In Ayutthaya 13160 Thailand

: SS RFID Company Limited
605-606 Moo 2, Tambol Klongjig , Amphur Bang Pa-In Ayutthaya 13160 Thailand

: Stars Semicon US, Inc.
12 Greenway PLZ STE 1100, TX, USA 77046



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1.2 Nature Of Business

(1) Nature of Business and Samples of Products

The Company is currently offering service in 3 main business group including:

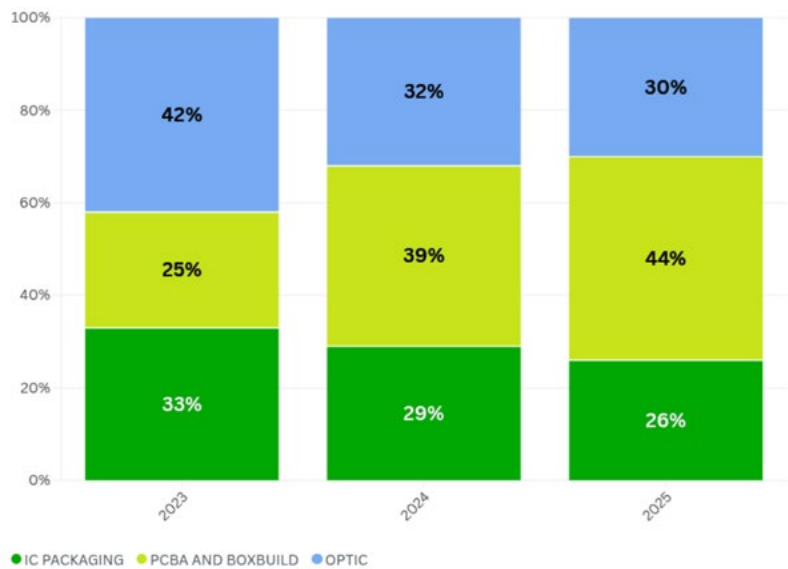
- Outsourced Semiconductor Assembly and Test (OSAT)
- Electronic Manufacturing Service (EMS)
- Optical Module Assembly (Optics)

The company can provide a complete range of services in the manufacturing and assembly of electronic components for electronic products using modern, high-tech, and high-quality machinery facilities, including standard machines that can be bought directly from manufacturers and special machines from joint-venture between the company and manufacturers to get the machines with more efficiency and quality. The company is thus able to manufacture and assemble complex innovative electronic components with high precision and accuracy to serve both the products' specifications and the needs of the global leading customer.

To resonate with the product and demand requirement for both local and international Original Equipment Manufacturer (OEM), design house and fabless company, the company provide the service from wafer level assembly until the final system build under the unique business model of "True Vertical Integration".

1.2.1 Income Structure

The company has 3 main business areas which are Original Design manufacturer and Outsourced assembly and test (OSAT), Print Circuit Board Assembly and Boxbuild (PCBA & Boxbuild), and Optical devices The below is the income structure per business area.



1.2.2 Products information

The company offer the full range of assembly, test and manufacturing of electronics product. These could be separated into 3 main business areas as below.

1. Integrated Circuit (IC) Packaging and Testing (OSAT)

The company currently offers different packages for IC Packaging and Testing services including the following sub-group:

- **Standard IC Packaging** which typically have industry-wide acceptance criteria in terms of form factor e.g.) SOIC, TSSOP, SOT, QFN, DFN
- **Advanced Packaging** which involves more complex structure and process, this is a growing market in the field of sensors especially those involving micro electro-mechanical system (MEMS), the company has more than 10 years on co-developing MEMS system with world-class partner to be used in tire pressure monitoring system (TPMS) and other sensors e.g.) microphone use in mobile phone, pressure sensor for medical devices, light sensor for industrial and general electronic uses
- **Wafer dicing and processing** which is the fundamental process use for fabrication of IC and electronic device, the wafer may comprise of identical die and family die, the processing use either mechanical blade dicing or laser based stealth dicing which is a unique capability in Thailand.

2. Electronic Manufacturing Service (EMS)

EMS is an industry which is the significant force in driving the new frontier of electronics products industry and other high-end equipment. The Company is focusing on driving the technology on the whole value chain, from product design development with our strategic customers to enhance the competitive advantage with cost-efficient product, easy to test and with great quality.

The company provide the full manufacturing service at printed circuit board assembly level (PCBA) and finished product (Box Build) with tester development to ensure the standard and compliance on the finished goods before shipping to the customer.

Example of the products in EMS category includes:

- Audio and Video Devices
The company has a Joint Development Manufacturing (JDM) with the customer to develop professional amplifier to be used in large venue e.g.) Hotel, exhibition hall, event square
- Internet of Things (IoT)
To collect and communicate information in wide area e.g.) Smart thermostat, wireless sensor system, smart meter
- Industrial Electronics Modules
- Special Devices
To be used in niche market e.g.) ATEX telecommunication equipment, smart cellular conveyor

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3. Optical devices

Nowadays, with increasing demand on data transfer rate together with physical limitation of electrical conductor and attenuation characteristic on long range communication. Optical system which uses light as the information carrier is an efficient communication mode, capable of transferring high amount of data. The Company initiates the manufacturing and assembly capability for optical system including:

- Silicon Photonics
The wafer processing on Silicon Photonics level is the first and crucial part of optical system including laser, transimpedance amplifier (TIA) and modulator which originate at silicon level before being a part of more complex system
- Optical Transceiver
Optical transceiver are responsible for converting electrical signal to light and vice versa to enable long range transferring and receiving of optical signal
- Active Optical Cable (AOC)
AOC is the coaxial line of optical system connecting between server and super computer in data center, AOC is also responsible for conversion between electrical and light-based signal in the high speed transceiver system at more than 1000Gbps

(2) Marketing and Competition

(A) Marketing of key products and services

The company has a market policy by bringing the company core values with the ability to provide service on Electronics Manufacturing Services (EMS) and Outsourced Assembly and Test (OSAT). The company has a full range of technologies capability able to produce products from wafer level through system build included final test and ready to deliver products directly to the end customer.

The company finds markets, contacts customers, and offers manufacturing and assembly service for electronic products through direct marketing by various units within the company, through associate companies, business allies, and the company's market representatives.

The company has comprehensive technology. This gives an advantage in marketing the company and serving customers in all dimensions of production. Compared to other company similar businesses, the company may not have all services as below.

1. Electronics Manufacturing Services (EMS)
2. Outsourced Assembly and Test (OSAT)
3. Optical Products

The company policy is building relationships with customers as a long-term partnership. Most of our main customers have had a business with the company for more than 5 years.

Target customers are in the below segment.

- Telecommunication
- Industrial Modules
- Audio and Video Devices
- IC Packaging
- Optical Module

The company is located in the Free Zone with the privilege on import and exporting. The business territory is 45% in the USA, 32% in Europe, and 23% in Asia and other respectively.

The company has revenue and proportion of sales to various business groups in the past 3 years as follows:

| | FY2023 | | FY2024 | | FY2025 | |
|--------------------------------|---------------|------------|---------------|------------|---------------|------------|
| | Thousand Baht | Percentage | Thousand Baht | Percentage | Thousand Baht | Percentage |
| Sales and Service Income | | | | | | |
| IC PACKAGING | 853,443 | 32.24% | 590,834 | 27.60% | 522,855 | 24.07% |
| PCBA AND BOXBUILD | 650,385 | 24.57% | 817,245 | 38.18% | 905,780 | 41.70% |
| OPTICS | 1,076,612 | 40.67% | 653,362 | 30.52% | 602,742 | 27.75% |
| Total sales and Service Income | 2,580,440 | 97.47% | 2,061,442 | 96.31% | 2,031,377 | 93.52% |
| Other Income | 67,004 | 2.53% | 78,980 | 3.69% | 140,693 | 6.48% |
| Total Revenues | 2,647,444 | 100.00% | 2,140,422 | 100.00% | 2,172,070 | 100.00% |



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(B) Competition conditions

The electronics industry is a highly competitive industry. Therefore, the company focuses on the strategy of differentiation of manufacturing services and creating competitive advantages by focusing on the production and assembly of electronic products that require machines with advanced technology, modern and high accuracy. Most of the customers are high-end who place importance on product quality as the main factor in business decisions. The overall growth of the business is to maintain the growth rate of existing customers and increase sales from a new customer.

The company developed an R&D and test development team including software applications to control devices. This gave an increased competitive advantage. The company will continue to use this advantage to develop potential business.

Another important strength of the company is its potential in providing comprehensive electronics manufacturing services starting from Wafer Processing, IC Package, and PCB Assembly to system build level. Manufacturing electronic products at all levels and bringing expertise to integrate to create more efficient services by calling this marketing plan “True Vertical Integration”, it is different from other electronic product manufacturing companies that have specific expertise. This strength drives the company to be different from competitors and has the competitive advantage to compete with the world’s leading level.

(3) Procurement of products or services

Raw material procurement and raw material suppliers

As the company products include Outsourced Assembly and Test or OSAT, Printed Circuit Board Assembly or PCBA, and Optic Device, raw materials to produce these products are diverse and therefore need to be procured from different sources both domestically and internationally. Some of them are purchased from the customers who have prepared the main raw materials according to the quantity of the products they wish to produce. Some are bought directly from the manufacturer and other trade agents within the country and the ASEAN region.

As a result, the supply chain structure becomes complex, relying heavily on imported raw materials at 94% while domestic sourcing accounts for only 6%. The company, therefore, faces significant supply risk and price risk.

The share of raw material suppliers

| Year | Import | | | Domestic | | | Total | | |
|------|------------------|--------------------------------|-----|------------------|--------------------------------|----|------------------|--------------------------------|------|
| | No. of Suppliers | Amount of money (million baht) | % | No. of Suppliers | Amount of money (million baht) | % | No. of Suppliers | Amount of money (million baht) | % |
| 2019 | 254 | 390.93 | 95% | 79 | 22.47 | 5% | 333 | 413.40 | 100% |
| 2020 | 245 | 457.95 | 95% | 76 | 21.67 | 5% | 321 | 479.63 | 100% |
| 2021 | 292 | 738.79 | 97% | 78 | 26.60 | 3% | 370 | 765.39 | 100% |
| 2022 | 235 | 1,434.11 | 96% | 79 | 54.87 | 4% | 314 | 1,488.98 | 100% |
| 2023 | 174 | 975.51 | 91% | 81 | 101.42 | 9% | 255 | 1,076.94 | 100% |
| 2024 | 197 | 1,058.52 | 94% | 73 | 68.51 | 6% | 270 | 1,127.03 | 100% |
| 2025 | 231 | 945.21 | 94% | 79 | 64.59 | 6% | 310 | 1,009.80 | 100% |



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Risk Mitigation and Competitive Enhancement Strategy

To build resilience and stability of the supply chain, the company has set up two main strategies:

Risk Mitigation Strategy

Multi-Sourcing for all type of critical components, especially for Printed Circuit Boards (PCB) and electronic parts. The company has a policy to develop at least 2-3 core suppliers. This strategy minimizes the impact of supply disruptions in case a certain supplier fails to deliver. It also strengthens the company's bargaining power during price negotiations.

Supplier Qualification & Certification: SMT adopts a rigorous screening process for new suppliers, focusing on manufacturers or authorized distributors exclusively to prevent the risk of counterfeit materials. The company also conducts quality testing and obtains customer approval before making purchase orders through the First Article Inspection (FAI). This aligns with the principle of Supplier Relationship Management.

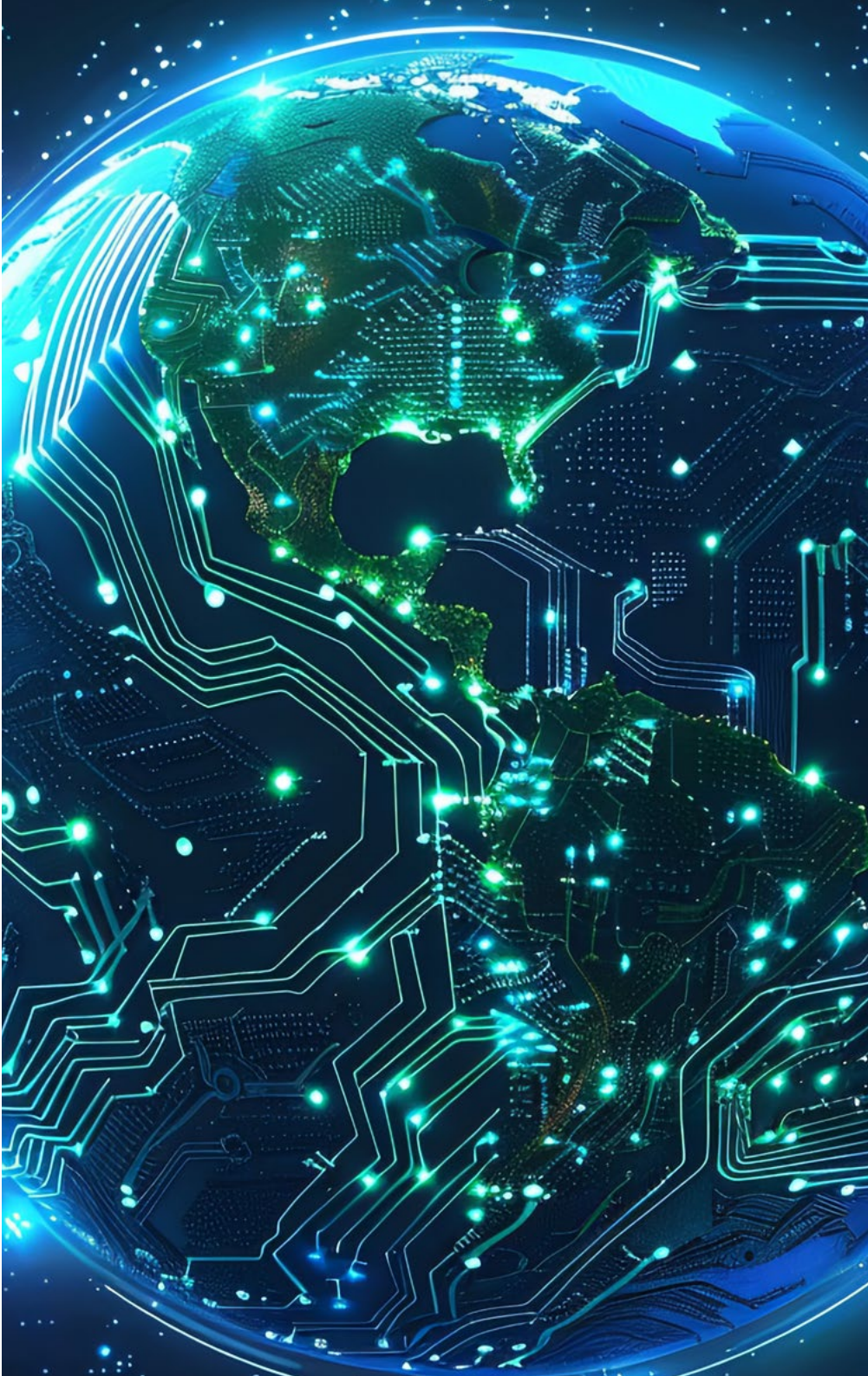
Localization Strategy

Increasing Domestic Sourcing for PCB, OPTIC and OSAT Industries: SMT has an active plan to reduce import dependance by focusing

on developing domestic suppliers within our target industrial groups and basic electronic components. This strategy does not only mitigate the risk against exchange rate fluctuations and international logistics, but significantly helps reduce lead time for purchase. This results in safety stock level and enhances the agility in responding to the demand of the customer.

Regional Sourcing with Regional Suppliers: SMT still prioritizes network expansion to suppliers within the country and in the ASEAN region to create sourcing alternatives within proximity and decrease transportation costs.

Customer Integration: SMT works closely with the customer in Collaborative Planning, Forecasting, and Replenishment (CPFR) in the production planning process and manages Customer-Supplied Materials efficiently to induce transparency and minimize loss throughout the entire supply chain. The main strategy for SMT is to build "Resilient Supply Chain" through the combination of risk diversification and an increase in Local Content, particularly for PCB, OPTIC and OSAT industries. This approach aligns with supply chain uncertainty management principles to ensure trust in delivering products and sustainable optimized cost control.



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4. Assets used in business operation

4.1 Main fixed asset in business operation

As of 31 December 2025, the company and its affiliates have main fixed asset for business operation as follows.

(unit: baht)

| List of assets | Ownership | Net realizable value after accumulated depreciation |
|--|-------------|---|
| Proprietary property | | |
| 1. Land | The company | 80,610,000.00 |
| 2. Buildings and building improvements | The company | 222,144,774.36 |
| 3. Machinery and equipment | The company | 640,868,311.62 |
| 4. Vehicles | The company | 3,791,875.86 |
| 5. Machinery during installation | The company | 26,352,640.35 |
| 6. Machinery in transit | The company | - |
| 7. Buildings under construction | The company | 412,574.00 |
| 8. Intangible assets | The company | 25,762,443.29 |
| Total | | 999,942,619.48 |

The company has insurance coverage for business risks as follows,

- 1. All Risk Insurance which include buildings and extension, furniture, office equipment, inventories, machinery, and equipment, under the total sum insured of 3,588 million baht
- 2. Business Interruption Insurance insured of 452 million baht
- 3. Third-Party Liability Insurance insured of 50 million baht
- 4. Directors and Officers Liability Insurance -D&O insured of 200 million baht

Trademark

-None-



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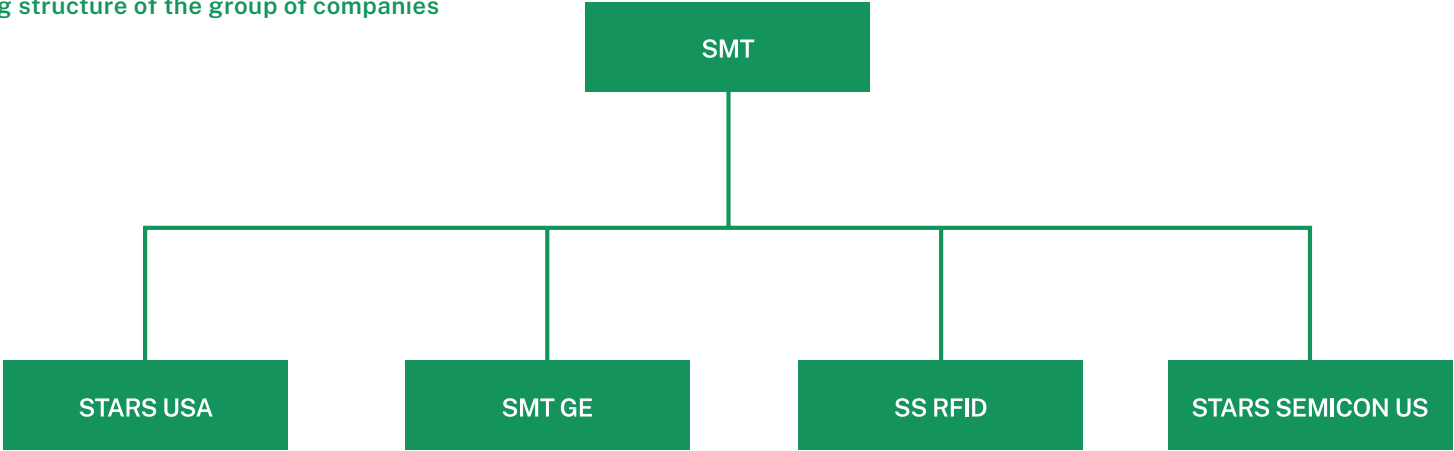
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1.3 Shareholding Structure

1.3.1 Shareholding structure of the group of companies

Shareholding Structure



Stars Microelectronics (Thailand) Public Company Limited now has 4 subsidiaries

| Company | Registered capital and number of shares | | | Holding of SMT percent |
|------------------|---|-----------------|-------------------|------------------------|
| | Registered capital | Paid-up capital | Number of shares | |
| STARS USA | 20,000 USD | 20,000 USD | 20,000,000 shares | 59.00% |
| SMT GE | 1,000,000 Baht | 500,000 Baht | 100,000 shares | 99.50% |
| SS RFID | 92,000,000 Baht | 92,000,000 Baht | 9,200,000 shares | 99.99% |
| STARS SEMICON US | 75,000 USD | - | 75,000 shares | 95.00% |



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1. Stars Microelectronics USA, Inc. (Stars USA)

Location : 12 Greenway PLZ STE 1100 Houston, TX 77046, USA

Nature of Business: It is a sales representative of the company and was founded in 2005. The company invested 19% of the capital. Later, the company bought the shares from the former shareholders and now holds 59% of the capital. The outstanding point is that the management team of stars USA has had long experiences in electronic industry. Moreover, they have selling and marketing knowledge and joint-development with customers including dealing in the production and assembly of electronic components for electronic products. The customer base is Silicon Valley, USA.

2. SMT Green Energy Co.,Ltd (SMT GE)

Location : 605-606 Moo. 2,Tambol Klongjig,Amphur Bang Pa-In, Ayutthaya 13160,Thailand

Nature of Business: It is a Thai company and was founded in 2010 with the main purpose of producing and selling the electrical energy from alternative energy including related business such as the production and selling of equipment used in solar energy and all alternative energy.

3. SS RFID Co., Ltd. (SS RFID)

Location : 605-606 Moo. 2,Tambol Klongjig,Amphur Bang Pa-In, Ayutthaya 13160,Thailand

Nature of Business: It is a Thai company and was founded in 2012 with the purpose of producing and selling Radio Frequency Identification (RFID) Tags, which can be applied in many businesses, such as inventory management in modern trade business, checking the passengers' bags at leading airports. The customer base is in USA, Europe and Asia included Japan.

4. Stars Semicon US, Inc. (Stars USA)

Location : 12 Greenway PLZ STE 1100 Houston, TX 77046, USA

Nature of Business: It is a sales representative of the company. The outstanding point is that the management team of stars USA has had long experiences in electronic industry. Moreover, they

have selling and marketing knowledge and joint-development with customers including dealing in the production and assembly of electronic components for electronic products. The customer base is Silicon Valley, USA.

Future Projects

1. Bringing back high-value Advanced Packaging, Integrated Circuit (IC), and Outsource Semiconductor Assembly & Test (OSAT) businesses via instilling quality DNA into Stars operations and realignment of technology innovation roadmaps with key growth customers from leading industry players. This business sectors will be the fastest factor to not only turnaround Stars business environment in short-term, but also to grow Stars forward into longer term expansion.
2. Driving cost disciplines across Stars from supply chain management, to key vendors partnerships, and joint customers drives to mitigate the impeding geopolitical factor with mutual costing roadmap derivations into direct value impact.
3. Injecting Stars Thailand site from both industry & governmental supports into next generation technology roadmap with capabilities upgrades. This encompasses technology that will drive Stars as the only solution in Thailand and regionally with a unique vertically integrated solutions the upcoming fiscal year.
4. Leveraging US Chip Acts, US State & Federal subsidies into Stars USA manufacturing footprint to directly resolute the exponential US geopolitical factors upon both direct & indirect US end customers. This shall be a key impact growth value for long-term with starting execution in the coming fiscal year.
5. China investments into Stars due to ever stronger US tariffs & incremental sanctions upon all China products manufacturing into US markets. Direct proposals from leading China investors & manufacturers had evaluated full vertical solution in Stars and Thailand as key advantages over other regional & worldwide locations. This shall increase Stars business potentials with aligned terms & condition upon their coming years of investment strategies.

6. Last but not the least, upon re-branding of Stars from both internal website & communication, to external media & public relation with related industry to re-set the path of Stars into the future.

Board of Investment Rights and Privileges

The company has been granted three issues of Board of Investment rights and privileges according to the Board of Investment Act, B.E. 2520 to conduct the company's business with Board of Investment approval under stipulated conditions 5 copy for SMT. The company's tax privileges can be summarized as follows:

The company's tax privileges

- **BOI Approval date**
18 March 2013
Board of Investment
Issue No. 5195 (1)/2013 dated 19 November 2013

Revise BOI
Issue No. Nor Ror 1307/022384 dated 3 October 2016
Issue No. Nor Ror 1307/025304 dated 12 October 2016
Issue No. Nor Ror 1307/009488 dated 3 May 2017
Issue No. Nor Ror 1303/334 dated 24 November 2020
Issue No. Nor Ror 91/Kor Tor Por./2020 dated 24 November 2020
- **Type of business granted BOI**
Manufacture of electronic components including Semiconductor and PCBA
- **Summary of requirements, rights and privileges, and conditions**
 - The company is exempt from corporate income tax for section not be no more than 3,291,400,400 baht and not more than 150 percent business operation.
 - The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period of eight years starting from the date of income from such business operations. (This exemption from corporate income

tax privilege ends 28 February 2022.) In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.

- The company is exempt corporate income tax for the net profit earned from BOI granted business operations 50 percent for five years from the end date of that period.
- The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption.
- The registered capital must not be less than 831.78 million baht.
- **Production capacity:**
SEMICONDUCTOR 3,621,560,000 pieces per year
PCBA 60,000,000 pieces per year
(Working hours: 24 hours a day, 365 days a year)
- **BOI Approval Date**
15 November 2011
Board of Investment
Issue No. 1167 (1)/2012 dated 15 February 2012
Revise BOI
Or Kor 0907/004533 dated 4 March 2014
Issue No. Nor Ror 1307/007613 date 30 March 2015
Issue No. Nor Ror 1307/016362 date 12 July 2016
- **Type of business granted BOI**
Manufacture of WAFER GRINDING and WAFER DICING
- **Summary of requirements, rights and privileges, and conditions**
 - The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period of eight starting from the date of income from such business operations. . (This exemption from corporate income tax privilege ends 1 May 2022.) In the case where the company makes a loss during the tax exemption period, the annual losses



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| <p>incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period.</p> <ul style="list-style-type: none"> - The deduction can be made to the net profit of one year or several years. - The company is exempt corporate income tax for the net profit earned from BOI granted business operations 50 percent for five years from the end date of that period. - The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption. - The registered capital must not be no less than 830.42 million baht. | <p>the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.</p> <ul style="list-style-type: none"> - The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption. - The registered capital must not be less than 836.40 million baht. | <p>one year or several years.</p> <ul style="list-style-type: none"> - The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption. - The registered capital must not be less than 841.71 million baht. | <ul style="list-style-type: none"> - The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption. - The registered capital must not be less than 841.71 million baht. |
| <ul style="list-style-type: none"> • Product capacity: WAFER GRINDING and WAFER DICING 172,572 pieces per year (Working hours: 24 hours a day, 365 days a year) | <ul style="list-style-type: none"> • Product capacity: Medical Instrument 292,000 set per year (Working hours: 24 hours a day, 365 days a year) | <ul style="list-style-type: none"> • Product capacity: Fiber optic cable about 592,300 pieces per year Optical Device about 800,000 pieces per year Printed circuit Board Assembly (PCBA) about 907,860 pieces per year (Working hours: 24 hours a day, 365 days a year) | <ul style="list-style-type: none"> • Product capacity: TV SET TOP BOX , WI-FI BOX , TABLET and SMART METER About 1,051,200 pieces per year (Working hours: 24 hours a day, 365 days a year) |
| <ul style="list-style-type: none"> • BOI Approval Date 2 March 2015 Board of Investment Issue No. 58-22578-0-00-2-0 dated 3 December 2015 Revise BOI Issue No. Nor Ror 1303M620200003094 date 8 February 2019 Issue No. 016/Kor Bor Tor.1/2520 date 25 February 2020 | <ul style="list-style-type: none"> • BOI Approval Date 3 July 2023 Board of Investment Issue No. 66-1119-2-00-1-0 dated 29 August 2023 Revise BOI Issue No. Nor Ror 1309/714 date 22 January 2025 | <ul style="list-style-type: none"> • BOI Approval Date 05 June 2024 Board of Investment Issue No. 67-1837-2-22-1-0 dated 28 August 2024 | |
| <ul style="list-style-type: none"> • Type of business granted BOI Medical Instrument | <ul style="list-style-type: none"> • Type of business granted BOI Manufacture of electronic, Optical Fiber, Optical Device and Electro-optical Device. | <ul style="list-style-type: none"> • Type of business granted BOI Manufacture of electronic, electric appliances such as TV SET TOP BOX , WI-FI BOX , TABLET, SMART METER ,etc | |
| <ul style="list-style-type: none"> • Summary of requirements, rights and privileges, and conditions - The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period not more than 100 percent of Investment exclude land and working capital six years for the production of fiber optic cables and equipment, and receiver/transmitter equipment (Optical Device) and four years for PBCA production from the date of first earning income from that business. - In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of | <ul style="list-style-type: none"> • Summary of requirements, rights and privileges, and conditions - The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period not more than 100 percent of Investment exclude land and working capital six years for the production of fiber optic cables and equipment, and receiver/transmitter equipment (Optical Device) and four years for PBCA production from the date of first earning income from that business. - In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of | <ul style="list-style-type: none"> • Summary of requirements, rights and privileges, and conditions - The company is exempt from corporate income tax for the net profit earned from BOI granted business operations not more than 50 percent of Investment in efficiency improvement exclude land and working capital of the period three year from the date of first earning income from that business. - In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years. | <ul style="list-style-type: none"> - The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption. - The registered capital must not be less than 841.71 million baht. |



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1.3.2 Shareholders

Shareholding Structure

Shareholders

The Company's shareholding structure as of 31 December 2025 featuring the Top 10 shareholders can be summarized as below:

Top Ten Major Shareholders

| | Shareholders | Number of Shares | Percentage |
|----|---|------------------|------------|
| 1 | UBS SWITZERLAND AG | 75,376,674 | 8.914 |
| 2 | Mr. Nattapong Chaikul | 73,368,800 | 8.677 |
| 3 | Miss Nunticha Chaikul | 46,000,000 | 5.440 |
| 4 | Miss Lucksika Chaikul | 46,000,000 | 5.440 |
| 5 | THAI SIIX (THAILAND) CO.,LTD. | 41,495,962 | 4.907 |
| 6 | Mr. Prompong Chaikul | 38,225,668 | 4.521 |
| 7 | Stars Microelectronics (Thailand) Pub. Co.,Ltd. | 32,140,700 | 3.801 |
| 8 | Miss Oranuj Chaikul | 30,032,000 | 3.552 |
| 9 | Miss Chalongrat Wailikit | 24,627,200 | 2.912 |
| 10 | Mr. Sarun Chaikul | 20,020,000 | 2.368 |
| | Others | 418,297,059 | 49.468 |
| | Total | 845,584,063 | 100.000 |

Note: The Company's paid-up capital as of 31st December 2025 was 845,584,063 baht.



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| Name of Board of Director and Executive Director | | 31 December 2024 | | 31 December 2025 | | Increase/ |
|--|---|------------------|----------|------------------|----------|------------|
| | | Direct | Indirect | Direct | Indirect | (Decrease) |
| 1 | Associate professor Dr. Preecha Jarungidanan | - | - | - | - | - |
| 2 | Mr. Prompong Chaikul | 38,225,668 | - | 38,225,668 | - | - |
| 3 | Associate professor Dr. Aekkachai Nittayagasetwat | - | - | - | - | - |
| 4 | Professor Dr. Kamphol Panyagometh | 350,000 | - | 350,000 | - | - |
| 5 | Asst.Prof.Dr.Jitkasame Ngarmnil | - | - | - | - | - |
| 6 | Mr. Yunyong Sawasdi | 602 | - | 602 | - | - |
| 7 | Mr. Nattapong Chaikul | 66,368,800 | - | 73,368,800 | - | 7,000,000 |
| 8 | Dr. Nunticha Chaikul | 41,700,000 | - | 46,000,000 | - | 4,300,000 |
| 9 | Mr. Naris Chandang | 410,000 | - | 410,000 | - | - |
| 10 | Mr. Surasit Chungpaiboonpatana | - | - | - | - | - |
| 11 | Dr. Nut Sritirawisarn | 30,000 | - | 90,400 | - | 60,400 |

Note: "-" mean no stock

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1.4 Amounts of registered capital and paid-up capital

1.4.1 Capital Structure

Common shares (as at 31 December 2025)

Registered capital: 1,062,599,227 baht consisting of 1,062,599,227 shares with 1.00 baht par value per share

Paid-up capital: 845,584,063 baht consisting of 845,584,063 shares with 1.00 baht par value per share

1.5 Issuance of other securities

Investment Policy and Investment Structure

Investment Policy

The Company has a policy of investing in subsidiary and/or associate companies that support and benefit the Company's business, are in high growth industries or are involved in areas in which the Company has skills and expertise. Of particular interest is the rate of return on investment, mainly for the benefit of the Company's shareholders.

The Company controls or supervises the investments by having directors or high-level executives represent the Company proportionately based on the number of the shares held. The Company has controlling rights over important matters conducted by the subsidiary and/or associate companies. These investments must be approved by the Company's Board of Directors and shareholders and/or in the case of connected transactions, the Audit Committee, with related rules and regulations enforced.

Investment Structure

Warrant, SMT-W3

The Annual General Meeting of Shareholders for the year 2021 of Stars Microelectronics (Thailand) Public Company Limited held on April 27, 2021 passed a resolution of issuance and offering of SMT-W3 in the amount of not exceeding 209,119,846 units to existing shareholders in proportion of shareholdings without charge, at the ratio of 4 to 1 unit of SMT-W3 (fractions will be discarded). Each unit of warrants has the right to purchase 1 ordinary share, unless the exercise ratio is adjusted under the conditions of the rights adjustment and the price to exercise the right was set at 4.00 baht per share.

The exercise date is stipulated on the last business day of March, June, September and December of every year, throughout the entire 3 years life of the SMT-W3 program until the last exercise date on June 28, 2024.

On July 1, 2021, the company has allotted SMT-W3 to the existing shareholders for totaled of 209,119,366 units. The remaining of 480 units are discarded according to the resolution.

From the date of the issuance of the warrants to December 31, 2024, warrant holders exercised their rights to convert a quantity of 117,592 warrants to a total of 117,592 common shares. The remaining warrants are 209,001,774 units, were expired on 28 June 2024.

Warrant, SMT-WC

The Annual General Meeting of Shareholders for the year 2021 of Stars Microelectronics (Thailand) Public Company Limited held on April 27, 2021 passed a resolution of issuance and offering of SMT-WC in the amount of not exceeding 17,000,000 units to directors and/or employees of the Company without charge, at the ratio of 4 to 1 unit of SMT-WC. Each unit of warrants has the right to purchase 1 ordinary share, unless the exercise ratio is adjusted under the conditions of the rights adjustment and the price to exercise the right was set at 4.00 baht per share.

The exercise date is stipulated on the last business day of June and December of every year, throughout the entire 3 years life of the SMT-WC program until the last exercise date on June 28, 2024.

From the date of the issuance of the warrants to December 31, 2024, warrant holders exercised their rights to convert a quantity of 8,987,090 warrants to a total of 8,987,090 common shares. The remaining warrants to be converted are 8,012,910 units, were expired on 28 June 2024.



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1.6 Dividend policy

The company and its subsidiaries have a policy of paying dividends at the rate of 40% of the net profit after tax and legal reserves. The company's Board has the authority to refrain from following the policy or to change the policy on occasion under the condition that such decisions are made for the maximum benefit of shareholders, such as for use as capital reserves for loan repayments, for use as investment capital for production expansion, or in situations where market changes which may affect the company's cash flow in the future.

The details of dividend payment are showed below.

| | (baht per share) | | | | | | | | | | | |
|--|------------------|------|------|------|------|------|------|------|------|------|------|-------|
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| Interim Dividend Payment from first half year result | - | - | - | - | - | - | - | - | - | - | - | - |
| Dividend Payment from second half year result | - | - | - | - | - | - | - | - | - | - | - | - |
| Yearly Dividend Payment | - | - | - | - | - | - | - | 0.05 | 0.06 | 0.07 | 0.04 | 0.03* |

*Subject to approval of Annual General Meeting of shareholders of 2026 on 23 April 2026



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2. Risk Management

Enterprise Risk Management

Stars Microelectronics (Thailand) Public Company Limited realizes the importance of the company's risk management and adopts the international standard of principle of risk management from The Committee of Sponsoring Organization of The Treadway Commission (COSO-2017 ERM Integrated Framework). The company's Board of Directors appointed the Risk Management Committee (RMC) under good corporate governance, who, every year reviews and sets risk management policies and then assigns each related department to implement. Thus, the company's risk management is systematic and moving in the same direction. The RMC sets rules, regulations and procedures for the company's risk

management and sets auditing, evaluating, and reporting to the Board of Directors and reveals the important information to related parties on a regular basis.

The company designs the framework for identifying incidents that are likely to occur and make an impact throughout the organization, and lower them into risk appetite. It also sets up risk management framework with good governance for estimating risk through opportunity assessment including implication, business environment analysis, identifying and evaluating risk, risk management, communication for risks, risk and company's performance report, and follow-up in order to improve company's efficiency.



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The company aims to drive the organization and improve risk management continuously to increase the company's efficiency by considering internal and external risk factors which change simultaneously.

In 2025, the RMC meeting held 4 times and reported the progress and obstacles to the Audit Committee meetings and the Board of Directors' meetings. The company divides risks into four categories following COSO's framework is that:

- 1. Strategic Risk Management
- 2. Operational Risk Management
- 3. Financial Risk Management
- 4. Compliance Risk Management
- 5. Emerging Risk Management

Risk management procedure begin with identifying policies and objectives from the management team, and comply with risk management procedure which created by the company's members. The procedure can be categorized into 6 steps as the picture is below.



The important factors affecting the company's performance in 2025 are concluded as follows.

1. Strategic Risk Management

The company has established a process for strategic risk management. The process is starting from risk identification, analysis, evaluation, treatment, and monitoring plans. In setting of the company strategic plan and annual budget, the company takes into consideration all risk factors both internal and external factors in order to gain confidence that the strategic plan reflects the company's true potential operations plan correctly to targets. The strategic plan is prepared transparently within the framework of good governance and can be audited.

2. Operational Risk Management

The company has the procedure to manage the operational risk that it might happen during working process every time and could be identified to categories and severities together with the guideline for improving process as listed below.

2.1 Risk from material shortage and price fluctuation.

The cost of materials is a large part of the overall production costs. Therefore, a great material sourcing management and price control are a crucial part to the company's operations. Prices of some raw materials are fluctuating overtime, along with evolving trends in the world market. In some cases, there may be such a shortage of materials that the company cannot produce and deliver finished goods on time. In this regard, the company manages to have strict control over raw material sourcing processes by closely tracking delivery procedures of each vendor (or customer's in the case of raw material consignment). This is to ensure that there should not be any obstacles to company production processes, and to the plan of finished goods delivery.

2.2 Labor Risk

An increase of labor cost, labor shortage, and category of labor generation is the key factors that the company is always aware of. To minimize the risks, The Company decrease procedure of workflow by using automated machine and advance technology which manage to control product quality and reduce labor cost in order

that the existing employee will work to the best of their ability to achieve the company goals. Moreover, the company is constantly developing labor relationship management programs with the ambition to strengthen employee loyalty and provide reward both in a valuable item such as money or welfare and non-valuable item such as getting promoted, certification of honor etc. in order to boost the employee's morale.

3. Financial Risk Management

3.1 Customer Credit Risk

The company is exposed to customers' credit risk. If a customer experiences financial difficulties, it could make an impact on the company's financial performance, liquidity, and ability to pay debt. In this regard, the company closely monitors the credit quality of its customers and also puts focus on customer credit risk reviewing. In addition, the company has a policy to expand business targeting by acquiring new various customer groups in order to diversify revenue sources and also customer credit risks. The company also makes an insurance for account receivable to protect loss which occur from customer default.

3.2 Foreign Exchange Fluctuation Risk

The company is an exporter which uses US dollars in a major currency for selling goods. The US dollars is the proportion of sales. Nevertheless, the company sources raw materials and imports numbers of machine & equipment in US dollars. This makes collection and payment in US dollars match each other and allow the company to do natural hedging to reduce risk of currency exchange fluctuation. The company has opened FCD accounts for oversea debt collection and oversea payments to reduce risk exposure of currency exchange rate fluctuation. In addition, the company's finance department adopt a policy to use financial tools e.g. forward contract, financial derivative instruments, to hedge against short-term currency fluctuation.



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4. Compliance Risk Management

The company strongly desires to be acknowledged for high compliance with regulations. The company recognizes the risk that may arise as a result of evolution in modern and covering laws, rules and regulations including those for environment safety and health of employees. Therefore, the company simultaneously keeps up-to-date to the changes of those regulations. The company evaluates both the immediate and future impact, that may arise and adapts strategies to reduce any damage that may arise.

5. Emerging Risk Management

5.1 Climate Change Risk

Climate change presents operational risks. Climate change heats up the greenhouse environment resulting in severe weather conditions that may affect the company's business operations, loss of customers, energy cost pressures, carbon tax impacts, and government regulations. The company focuses on managing and controlling risks to climate change in the short-term, medium and long-term, as well as monitoring emerging climate risks. In preparation and management of climate change, the Company has changed its practices to reduce consumption and increase resource utilization. The company has invested in automation technology change for more efficient production. The company supports investment in renewable energy projects and investments to reduce greenhouse gas emissions.

5.2 Pandemic Risks

Effect to the global economy and businesses of the company, COVID-19 crisis and the future pandemic crisis. The company has learned from experience and prepared a contingency plan to prepare for future crisis. The management of the disease is to monitor news and government policies. The Ministry of Public Health's guidelines, disease control measures, corporate communication with customers and partners to establish measures to deal with business operations that strictly adhere to policies and measures, including preventing safety and well-being of employees, to avoid business interruption or to minimize impact.

5.3 Geopolitical Risk

The Geopolitical conflict between the United States and China will lead to the separation of supply chains for electronics around the world. As the United States and China seek to reduce mutual dependence throughout the supply chain, Russia-Ukraine and the Middle East political risks increase the cost of the global supply chain and affect global trade structure. The company has implemented strategies to diversify its raw materials procurement and diversify its customer base across several continents.

5.4 Development of Technology and Cybercrime Risk

The advancement of technology that enables machines to quickly connect to other devices has brought about a more automated change in production. Technology innovation also gives cybercriminals the opportunity to discover vulnerabilities and commit crimes. Cyber threats and attacks tend to escalate. The company continually upgrades security software and security protocols to reduce cybercrime risks.



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3. Business Sustainability Development

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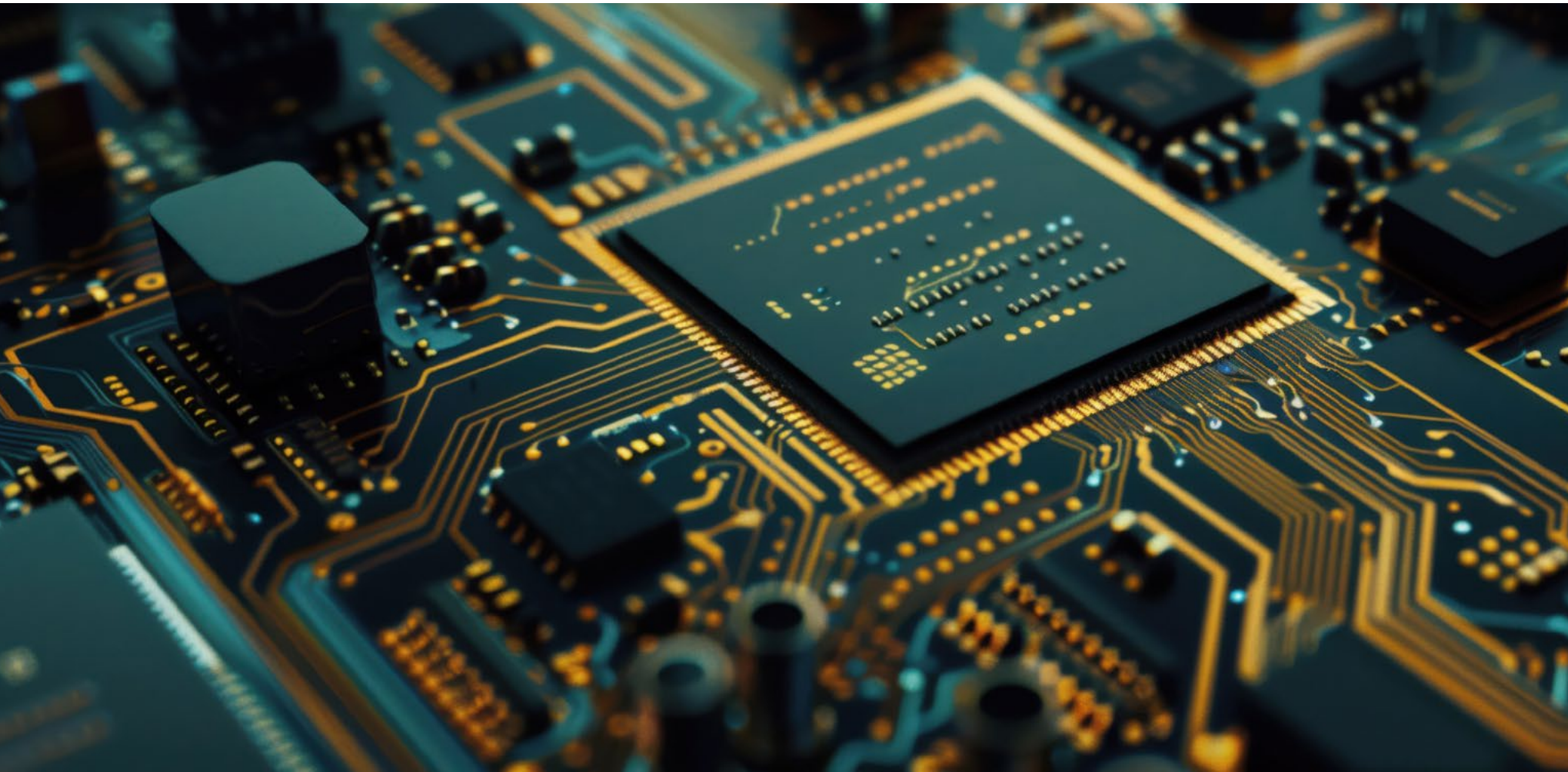
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3.1 Environmental, Social, and Governance (ESG) Policies and Goals

Stars Microelectronics (Thailand) Public Company Limited is still committed to fostering sustainability in all sectors. 2025 is another year where the company continues to work on many sectors including on community, society, economy, environment, and company's personnel both in short and long terms. The company follows a principle of good governance to efficiently innovate technology through electronic parts and equipment and raise sustainability index to comply with higher international ethical standard. To this end, the company is determined to formulate policies and carry out operations and activities internally and externally while prioritizing the benefits of stakeholders at all levels across the value chain in every dimension by considering criteria and scope of the sustainability report of the Stock Exchange of Thailand's (SET) ESG metrics and the 17 UN Sustainability Development Goals (UNSDGs) as follows:



Environmental, Social, and Governance (ESG) Policies and Goals

1. Corporate governance policy
2. Human resources management policy
3. Confidentiality of customer's data policy
4. Social and community promotion policy
5. Environment policy
6. Policy and guidelines on creditors
7. Prevention and remediation in case of emergencies incurred from the company's operations
8. Prevention and remediation of impacts resulting from corporate governance or other factors

3.1.1 Corporate governance policy

- The company will operate under the law and strict moral principles and ethics.
- The company will operate with transparency and traceability in accordance with international standards.
- The company will monitor, manage risks, and focus on changes in various aspects such as economy, society, technology, and environment to ensure that the company will consistently evolve with contemporary trends and future.

3.1.2 Human resources management policy

- The company is committed to fair human resources management, respecting the law and human rights principles, including managing the duties of personnel and compensating appropriate remuneration.
- The company affirms to respect and honor identities and opinions of the organization's members through an open-minded management system that allows all members to participate equally in expressing their opinions to help guide the company's direction.
- The company will provide protection in respect to basic legal rights for the members of the organization.
- The company is committed to sustainable human resources development and support, with an intent to building and developing capabilities of personnel in long term while keeping up with changes in the world to improve employee's quality of life and potentials with respect to times.
- The company will educate, cultivate, and raise awareness for personnel to have responsibilities for duties, society, community, and environment.

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3.1.3 Confidentiality of customer data policy

Retention and Protection of Customer Confidential Information

- The company places the highest priority on the retention and protection of confidential information belonging to customers, suppliers, and business partners. We have established appropriate policies, measures, and control processes to prevent the unauthorized access, use, disclosure, duplication, or misuse of information, whether intentional or unintentional.
- Confidential Information refers to business data, technical information, commercial data, financial data, pricing information, contract details, and any other information identified by customers or partners as confidential or any information which, by its nature, should be treated as confidential even if not explicitly labeled as such.
- The company demands that access to confidential information follows the “Need-to-Know Basis” principle, restricted only to authorized employees or assigned persons with relevant duties. Such individuals are subject to confidentiality obligations under the law, contracts, or internal company regulations. Furthermore, the Company requires employees, contractors, and relevant third-party service providers to sign non-disclosure agreements (NDAs) prior to accessing information.
- The company enforces Information Security management measures across policy, process, and technology levels, such as access control, secure data storage, defined data retention periods, usage monitoring and auditing, as well as the prevention of loss, leakage, or unauthorized access.
- In the event of loss, disclosure, or unauthorized access to confidential information, the company has established procedures for incident reporting, investigation, and appropriate corrective actions. This includes notifying customers or relevant stakeholders as necessary and in accordance with legal requirements.
- The company will not disclose customer confidential information to third parties unless consent is obtained from the data owner, or only when disclosure is required by law, court

order, or an authorized regulatory body. In such cases, disclosure will be limited to what is necessary, and every effort will be made to ensure the information is treated with the highest level of confidentiality. Currently, the company has received no complaints regarding the confidentiality of customer data.

Development of products and services that are safe to customer/consumer's health

The company has a policy to manage and control the quality of products in terms of health throughout the entire process, from the selection and screening of materials and chemical components to the processes of manufacturing, packaging, and delivery.

The company has complied with international standards such as RoHS (Restriction of Hazardous Substances Directive) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), which are standards to control substances and materials used in the manufacturing. They focus on controlling obvious substances hazardous to human health and environment. The company also regularly verifies the Certificate of Compliance of raw materials, chemical substances, machinery replacement materials, and other relevant items used in the operations.

In addition, there is a thorough inspection and control of the production process at various stages by our team of experts to ensure compliance with the customer's quality standards and workmanship standards in relevant industries such as the IPC standard. The company also consistently undergoes standard verification from the certified body to guarantee that manufactured and exported products meet the specified standards set by both the company and its customers.

Providing accurate and comprehensive product and service information without exaggeration

The company has constantly reviewed marketing publications such as print and IT media to ensure the accuracy of details and the production capabilities that they align with relevant technical characteristics of machinery, manufacturing standards, and workmanship standards.

In case of incompleteness or doubts, the company will prepare specific controlled documents for that particular customer, in accordance with the agreed-upon terms. Customers, in addition, can utilize the following communication channels to inquire about various product information and services.

- Website: www.starsmicro.com
- Sales department's email: sales@starsmicro.com
- Service center telephone number: 035-258-555

The company also transparently provides detailed quotations that can verify the costs of raw materials in comparison to market prices for every item for the benefit of both customer and the company. We also allow customers or partners to visit the factory to observe the actual manufacturing site, the quality control process, storage, and delivery process. We ensure our production through example of relevant controlled documents to clarify any doubts and concerns before commencing production with all customers.

Customer's importance management plan and consistent customer satisfaction evaluation

The company has published documents to evaluate customer satisfaction at least twice a year through a customer satisfaction survey that aligns with the company's standard. The survey consists of quantitative indicators such as on-time delivery rates, timeframe for technical process development, product return rates, response times to customer inquiries or technical information requests, and product prices compared to those of other customer counterparts. This approach allows the team and the organization to improve the service and quality control continuously and efficiently. The company has outlined an improvement plan and an urgent response to satisfaction scores below 90 points to demonstrate improved results within a short period of time. However, in 2025, customer satisfaction scores towards these indicators are highly favorable with no scoring below the set criteria.



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Disclosure of information on approaches to enhancing the potential and capabilities of business partners.

The company believes that sustainable business development is not only about improving ourself but also progressing alongside customers as an important “business partners” in the network. The company, therefore, has actively sought feedback to improve the efficiency of manufacturing from partners through the Design for Manufacturing (DFM) activity that brings in partners’ feedback for continuous improvement. A dedicated team of research and development is also established to collaboratively work on holistic design and develop products between the company’s customers and partners. This is to ensure that manufactured products are competitively priced in the market and align with the business model of partners through Electronic Data Exchange (EDI) systems. Employees are sent to learn about the processes and technologies in the technical seminars organized by our partners to ensure that resourceful technologies to all parties are being constantly used for business operations.



Disclosure of information regarding ethical conduct towards competitors

The company advocates honest, moral, and ethical business competition under equal market competition through high-quality business operations. The guidelines are as follows.

1. The company will conduct its business transparently and fairly, refraining from exploiting competitors or engaging in agreements to obtain market monopoly.
2. The company will not undertake any activities that involve spreading rumors or false information, which could harm the reputation of the company or competitors.
3. The company will not engage in any activities that obstruct the operations of other companies or organizations.
4. The company and its personnel will not disclose information or secrets of business competitors.
5. The company and its personnel will not undertake any actions that involve unauthorized acquisition or infringement of information or trade secrets of competitors.

Market analysis and strategic planning will be conducted using only publicly available information. In 2025, the company have no disputes with other companies operating in similar or within the same business segment.

3.1.4 Social and community promotion policy

- The company will operate with care and listen to opinions from surrounding communities to improve and respond to the needs of the people in the community as the company is part of the community.
- The company will play a role in developing and promoting the community in various aspects by sharing resources, opportunities and knowledge to people in the society so that the community and society can thrive simultaneously with the company.
- The company will collaborate with public and private organizations or agencies to contribute to the sustainable development and enhancement of economy, industry, society and community.

3.1.5 Environmental policy

- The company has an environmental standard audit to ensure that the company’s manufacturing process produces the least negative impact on environment and is at an acceptable level with relevant international standards such as RoHS and REACH, with efficient carbon footprint management. The company also strives to raise existing and future standards consistently.
- The company will take part in reducing the use of natural resources, including formulating guidelines for the company’s activities to utilize resources with utmost efficiency.

The company has implemented the aforementioned policies to carry out its entire operation from product development, production process, procurement, service, and distribution process. The company also encourages business partners to escalate their services and sustainability practices to a higher level to develop business sustainability ecosystem, to operate at a wider level for safety to life and property and business transparency to achieve the most sustainable business operations. The company manages closely and assess internal and external risks to evolve with trends and changing geopolitical landscape. Furthermore, the company remains steadfast to review and receive feedback from all parties and has integrated these views to formulate policies regarding prevention, mitigation and provision of compensation for persons that have been affected, taking into account the key factors which truly meet the expectations of those affected. The policies comprise three main dimensions as follows:



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3.1.6 Policy and guidelines on creditors

The board of directors has formulated a policy and guidelines regarding financial institution creditors in an equitable and fair manner based on the principle that both parties receive fair returns. The guidelines are as follows:

The company will strictly comply with agreements and contractual terms, especially with financial institution creditors, regarding the purpose of fund utilization, principal and interest payments, and sufficient liquidity for timely debt repayment. The company will also regularly report financial status and related financial information to creditors in an accurate and transparent manner, as per agreed terms.

If, for any reason, the company is unable to maintain its financial position or comply with loan agreement conditions, potentially leading to a breach of contract, the company will inform the creditors immediately to discuss and find a solution together.

3.1.7 Prevention and compensation in the case of emergencies incurred from the company’s operations

The company still emphasizes the importance of prevention and outlining best practice to reduce chances of incident. The company begins with the regular training of personnel to implement manufacturing activities in a safe manner covering throughout from the manufacturing

process until after delivery, with an emphasis on safety policies, relevant standards, and practices strict compliance with the law continuously. A practical standard of procedure has been formulated to control and limit emergencies in accordance with the company’s contingency plans. It has been designed to cover various cases that have the possibility of occurring, whether by nature, machinery, humans, or external factors. In case of inevitable and uncontrollable cases, the company will provide support and compensation after the incident as appropriate.

3.1.8 Prevention and compensation for impacts resulting from corporate governance or other factors

The company has established a clear code of conduct for personnel in business operations. If someone observes any negative indications or work behavior, the company has set up a central email for whistleblowing at complainbox@starsmicro.com. The company has assigned an officer to review all evidence and impacts from each case quickly for immediate compensation and timely correction. The whistleblower’s identity will be protected with utmost confidentiality.

In order to keep compensation measures updated and relevant, the company has continuously listened to suggestions to improve the business from all parties. The company is determined to provide advice and accurate information to those affected by the company’s operations and activities to ensure the safety of health and well-being for involved parties and surrounding communities.



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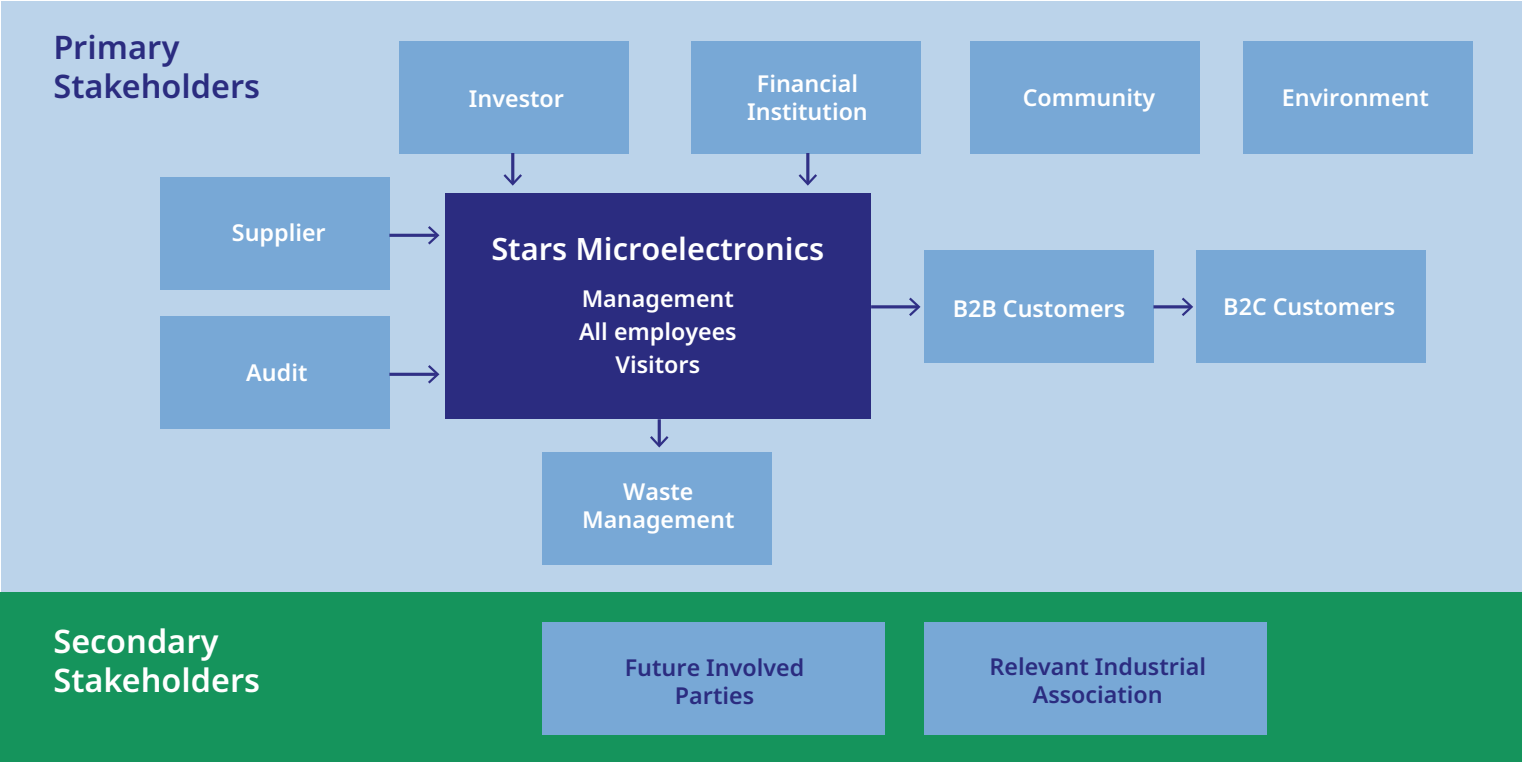
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3.2.1 Business value chain

The value chain is key to the success of the business and provides a channel to create value and innovation for the company. The operations of all divisions in the company from business analysis, procurement, sourcing, storage, production, distribution and sales take into account the stakeholders from both primary and secondary groups to ensure sustainability management for all activities across the value chain.

The company has continued to operate with clear policy while holding on to practices and analyses at all level as planned last year to manage sustainability activities across the value chain.

Structure of business value chain of Stars Microelectronics (Thailand) Public Company Limited



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3.2.2 Analysis of stakeholders in the value chain

Internal stakeholders and analysis strategies to determine communication channels, expectations, and responses to holding stake in the company are shown in the below table.

| Stakeholders | | Communication/Participation | Expectation | Response |
|-----------------------|--------------------|---|---|--|
| Internal Stakeholders | Management | <ul style="list-style-type: none">• Discussion• Policy formulation• Meeting arrangement between management executives in each division | <ul style="list-style-type: none">• Accurate operations and practices in accordance with the law and policy• Transparent, systematic and traceable operations• Success and growth in business | <ul style="list-style-type: none">• Sustainably and dutifully operate in accordance with the law and policy• Examine and report operational results with accuracy and clarity |
| | Full-Time Employee | <ul style="list-style-type: none">• Discussion• Channel for voicing opinions• Annual questionnaire• Team building activity arrangement• Welfare committee establishment | <ul style="list-style-type: none">• Stable career• Renumeration increase• Good welfare• Good working environment• Career advancement• New knowledge and experience | <ul style="list-style-type: none">• Effective management of human resources• Skill enhancement training for employees• Effective career plan advice• Clear career advancement plan for employees• Team building/off-site activity arrangement for corporate solidarity• Proper welfare• Provident fund establishment |
| | Daily Employee | | | |
| | Shareholder | <ul style="list-style-type: none">• Shareholder meeting arrangement• Quarterly performance report• Plant visit• Meeting between analysts | <ul style="list-style-type: none">• Good remuneration• Stable management• Continuous growth of the company• Accurate, transparent and traceable information received | <ul style="list-style-type: none">• Cautious and effective management• Honest and clear audit and report on all operations• Transparent information disclosure• Reasonable compensation |



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External stakeholders and analysis strategies to determine communication channels, expectations, and responses to holding stake in the company are shown in the below table.

| Stakeholders | | Communication/Participation | Expectation | Response |
|----------------------|----------------------------|---|--|--|
| Primary Stakeholders | Supplier | <ul style="list-style-type: none">• Discussion• Online communication• Annual conference• Annual supplier quality assessment• Supplier visit and standard audit | <ul style="list-style-type: none">• Trade agreement compliance• Fair trade agreement• Transparent business operation• Understanding and flexible operation• Good relationship• Accurate and clear operational plan• High sales and continuous growth | <ul style="list-style-type: none">• Transparent audit and operations in accordance to the policy• Anti-corruption policy• Clear procurement policy• Clear and fair agreement allowing suppliers to grow together• Clear level of standardization and quality indicators of each supplier• Clear management and resource planning system for suppliers to prepare for the next quarter |
| | B2B Customer | <ul style="list-style-type: none">• Client meeting• Online communication• Product expo arrangement• Dealer• Dealer for each region• Satisfaction survey• Quality assessment survey• Plant visit• Activity with customers• Media website online | <ul style="list-style-type: none">• Quality product• Accurate and traceable operation• Reasonable price• Honest, transparent and traceable operations• Operations in accordance with the agreement• Customer information security• Product guarantee• Effective resource management | <ul style="list-style-type: none">• Effective workflow management set up• Audit and product quality control system set up and standardized operation• Systematic workflow to increase accuracy in operation and communication to the organization and customers• Transparent and traceable systematic operation• Responsibility of duty, product and service; clear guarantee policy and standard• Perform ethically, maintain and protect the information of customers as stated in the contract |
| | B2C Customer/ End Customer | <ul style="list-style-type: none">• Client meeting• Online communication• Primary customer communication• Satisfactory survey• Quality assessment survey | <ul style="list-style-type: none">• Quality product• Reasonable price• Customer information confidentiality• Product guarantee• Effective resource management | <ul style="list-style-type: none">• Preparation for future situation or event such as customer's changing demand, the leap of technology and rapid depletion of natural resources, etc. |
| | Standard auditor | <ul style="list-style-type: none">• Annual standard audit• Organization's and production's standard meeting | <ul style="list-style-type: none">• Effective management and operation in accordance with the standard• Honest, transparent and traceable operation• Cooperation in standard quality audit | <ul style="list-style-type: none">• Effective workflow management set up• Standardized audit and quality operational control system set up• Planning and policy set up for continuous self-improvement• Expert team set up to take care, control and sustain standards for different divisions in the company |
| | Investor | <ul style="list-style-type: none">• Quarterly performance report• Analyst meeting | <ul style="list-style-type: none">• Good remuneration• Stable management• Continuous growth of the company• Transparent and traceable information received | <ul style="list-style-type: none">• Cautious and effective management• Honest and clear audit and performance report• Transparent disclosure of information• Reasonable remuneration |

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| Stakeholders | | Communication/Participation | Expectation | Response |
|----------------------|---------------------------------|---|---|---|
| Primary Stakeholders | Bank and financial institutions | <ul style="list-style-type: none"> • Discussion • Management and financial institution meeting arrangement | <ul style="list-style-type: none"> • Stable money management • Honest, transparent, effective and traceable operation • Organizational agreement compliance | <ul style="list-style-type: none"> • Cautious and effective management • Honest and clear audit and performance report • Transparent disclosure of information • Effective money management planning |
| | Waste management agents | <ul style="list-style-type: none"> • Discussion • Personnel meeting arrangement | <ul style="list-style-type: none"> • Effective waste management system • Accurate waste separation | <ul style="list-style-type: none"> • Garbage and production waste control policy set up • Knowledge training for members of the organization |
| | Community | <ul style="list-style-type: none"> • Activity with community • Participation in developing and helping community • Community hearing arrangement • Community member survey or hearing arrangement | <ul style="list-style-type: none"> • Beneficial support from the organization • Getting potential social problem prevention support such as corruption and narcotics • Community issue support • Minimum operational impact from the company's operation and activity | <ul style="list-style-type: none"> • Organization and community bonding activity arrangement • Support for social activities such as building library, reforestation, training for community, etc. • Help for communities such as surgical mask distribution, life-sustaining equipment during flood, etc. • Ground visit and consistent hearing from people in the community |
| | Environment | <ul style="list-style-type: none"> • Activity with community arrangement • Investigation of impact from the company's activity • Cooperation with government agencies • Meetings on environment arrangement | <ul style="list-style-type: none"> • Effective utilization of resources • Minimum impact from the company's operation and activity | <ul style="list-style-type: none"> • Effective resources management • Effective inspection and planning for production waste management • Alternative energy planning to minimize the use of resources • Training for knowledge and understanding to raise awareness of the importance of environment for personnel |

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| Stakeholders | | Communication/Participation | Expectation | Response |
|------------------------|--|---|---|---|
| Secondary Stakeholders | Potentially involved parties in the future | <ul style="list-style-type: none">• Public relation through media• Product expo• Activity with community• Open House activity• Knowledge transfer to community activity | <ul style="list-style-type: none">• Knowledge on aspects relevant to business and organization• Career, duty and operation• Business opportunity• Support on different aspects | <ul style="list-style-type: none">• Promotion through media; open opportunity for interested public to contact the company• Clear business promotion to create new opportunities of business• Activity for public to apply to become a part of the organization |
| | Relevant industrial association | <ul style="list-style-type: none">• Public relation through media• Product expo• Meetings between entrepreneurs | <ul style="list-style-type: none">• Business opportunity• Inter-organizational collaboration network• Information on various statistics | <ul style="list-style-type: none">• Inter-organizational activity participation• Sharing information that can be shared between organizations or associations• Sharing know-how and supporting start-ups to enhance business opportunity in the future |

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3.3.1 Environmental policy and practices

Stars Microelectronics (Thailand) Public Company Limited is concerned about the lives and health of employees, business partners and involved parties. We, therefore, have adopted an occupational health, safety, and environment management system as part of the company's operating systems and processes. The company has continuously developed and improved to meet global standards, and is committed to managing occupational health, safety, and environment. The guideline is formulated as policy as follows.

- Product designs, production processes and services must comply with occupational health, safety and environment law and requirements related to the company or environmental issues. This must be able to be continuously applied to all area of administrations or internal management to ensure confidence for employees, customers, and the public.
- Implement a prevention of pollution and a control of the depletion of resources through the management of toxin, air pollution control, waste, product components control, water management, environmental data reporting and licensing, and energy and greenhouse gas management to prevent potential impacts to employees, community, and surrounding environment in compliance with the law and relevant environmental standards.
- Conduct an assessment on occupational health, safety and environment impact incurring from activities, products or services and continuously apply the results to implement objectives and goals on occupational health, safety, and environment.
- Disseminate occupational health, safety and environment policies to employees, business partners and involved parties to understand, acknowledge and voice their opinions in order to unify standards and policies throughout the supply chain and periodically review the policy to ensure its practicality.
- Conduct training to educate employees, business partners and involved parties to raise awareness on occupational health, safety and environment responsibilities across their activities consistently.
- Promote the participation in developing and improving occupational health and safety and protecting the environment across all activities of the company both directly and indirectly and apply. This shall be considered a duty and responsibility of all workers who are involved in implementing occupational health, safety and environment policies earnestly and consistently.
- Adequately and appropriately allocate resources to ensure that the occupational health, safety and environment management system is efficient and in continuous improvement.

3.3.2 Environmental operation outcome

Assessment of environmental management



In 2025, the company consistently carried out surveillance audit according to ISO 14001:2015, the environmental standard. The result from an external certified auditor shows that the company is certified according to the standard and exhibited no significant inconsistencies.

In addition, the company delivers the environmental quality measure report to the Office of Welfare and Labor Protection of Ayutthaya annually to raise awareness and prioritize the prevention and control of environment impacts caused by the operation including air quality, water, noise, waste, and discarded materials management in compliance with the law and to enhance the quality of environment.

In 2025, the company the company has registered for Ecovadis standard to escalate the level of international environmental and sustainable management.



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The company recognizes the importance of energy management and declares it as the main organizational goal in compliance with the requirements of the Ministry of Energy. The company annually formulates policies on energy management and energy conservation with a purpose to jointly promote the effective use of resources. Therefore, a working group for energy management has been established to monitor and check the efficiency of energy usage in production and other activities. The member of Energy Conservation Committee consists of representatives from the main departments of the plants and have responsibilities as follow

- Long term: Search for practical and impactful project development idea in reducing energy consumption.
- Main duty: Closely control, monitor and report the performance of each project and periodically track and inspect the compliance with the energy management system.
- Communication: Designate learning courses for energy and energy conservation for employees at all levels of the plants and include the course into the orientation for new employees.

Energy management policy

Stars Microelectronics (Thailand) Public Company Limited utilizes modern machinery and advanced technology in every stage of its production process to optimize energy use for maximum efficiency. Executives and employees actively participate in various company activities to ensure continuous and sustainable improvement. The company has formulated the following energy management policy:

1. The company will develop an energy management system as a part of its business operations and is committed to complying with all relevant energy laws and regulations.
2. The company will continuously improve energy and resource efficiency in all aspects, including the design and selection of products or technologies that align with its business needs.
3. The company will set annual energy conservation goals and action plans, as well as communicate to all employees for understanding and correct implementation.
4. The company will provide financial support, personnel, and resources for training programs to enhance employees' knowledge, awareness, and positive attitudes toward energy and resource utilization.
5. Executives and all employees share the responsibility of adhering to measures and requirements while also proposing improvements for the energy management system.
6. Executives and the Energy Management Committee will review and revise energy policies, goals, and action plans annually and communicate meeting outcomes to employees and relevant stakeholders.

Energy Management Plan and Performance

In 2025, the company has continuously managed energy consumption through processes aimed at reducing energy use and improving energy efficiency. The company set a target to reduce energy consumption in 2025 by 3% per year. The company implemented a project to improve the use of renewable energy by installing and repairing damaged solar panels in 2025. Additionally, various energy-saving projects were introduced within the organization, such as installing a control system for the cafeteria's air conditioning, utilizing a chilled water system for air compressors, and using a cooling tower system instead of machine insulation, as well as various energy conservation activities held throughout the organization.

The results for 2025 show that the company successfully achieved this goal with a reduction of 3.94%. This demonstrates progress in controlling the use of energy resources within the organization systematically and efficiently.

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Table showing the company's electricity consumption for 3 years

| Operational Data | Unit | Year | | |
|--|------|------------|------------|------------|
| | | 2023 | 2024 | 2025 |
| External electricity consumption | kWh | 22,720,374 | 24,441,265 | 24,436,302 |
| Solar cell electricity consumption | kWh | 1,203,247 | 1,118,802 | 1,001,800 |
| Total annual unit of electricity consumption | kWh | 23,923,621 | 25,560,067 | 25,438,102 |
| Annual reduction percentage of electricity consumption | % | 5.30% | 4.38% | 3.94% |

Water management



In 2025, the company has continuously managed water resources through processes aimed at reducing water consumption and improving water use efficiency. The company set a target to reduce water consumption in 2025 by 20%.

The company implemented a project to treat wastewater that was previously discharged externally and recycle it for use in the cooling tower system and the restroom flush systems within the organization.

The results for 2025 show that the Company successfully achieved this goal with a reduction of 26.4%. This demonstrates progress in systematically controlling the use of water resources within the organization.



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Table for the volume of water usage by the company for the past 3 years

| Operational data | Measured unit | Year | | |
|--|----------------|---------|---------|---------|
| | | 2566 | 2567 | 2568 |
| Municipal water volume | m ³ | 180,842 | 130,011 | 129,314 |
| Volume of recycled water from production processes | m ³ | 16,412 | 44,732 | 46,299 |
| Wastewater from recycling discharged to treatment system | m ³ | 14,435 | 15,722 | 17,988 |
| Water evaporated into the air | m ³ | 1,977 | 29,010 | 28,311 |
| Total water volume | m ³ | 197,254 | 174,743 | 175,613 |
| Percentage of recycled water year-over-year | % | 8.3% | 25.6% | 26.4% |

As a consumer of water resources from the Industrial Estate, the Industrial Estate Authority monitors the quality of the wastewater discharged by the company to be sent to the designated Industrial Estate treatment system.

Furthermore, the wastewater discharged from the company to the Industrial Estate's treatment system must comply with the standards set by the Industrial Estate Authority. In 2025, the quality of the wastewater discharged by the company remained within the standard levels, as shown in the analysis results table below:

Table of Analysis Results

| Items | Standard Requirement | Unit | 2023 | 2024 | 2025 |
|------------|-----------------------|------|------|------|------|
| TDS (mg/L) | Must not exceed 3,000 | mg/L | 395 | 287 | 282 |
| COD (mg/L) | Must not exceed 750 | mg/L | 323 | 290 | 151 |
| BOD (mg/L) | Must not exceed 500 | mg/L | 62 | 52 | 28 |

1. * Announcement of the Industrial Estate Authority of Thailand No. 76/2560 (2017) regarding the determination of general standards for the discharge of wastewater into the central wastewater treatment system in industrial estates.
2. Water sampling location: At the end of the discharge pipe entering the receiving system.



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Garbage and waste management



The company still collaborates with business partners who are licensed by the Department of Industrial Work for the disposal and treatment of waste in compliance with the license and the standards of the Department of Industrial Work continuously. The company has a management system in place to register all industrial waste and control the storage locations. Waste have been moved and disposed safely in compliance with relevant standard and regulations. It is important to note that every stage of waste disposal operations must be authorized by the Department of Industrial Works.

The company still follows the 3Rs principle to reduce waste through Reduce, Reuse, and Recycle as much as possible to minimize the impact on environment by eradicating waste from the source to achieve the long-term goal of Zero Waste and Zero to Landfill.

In 2025, the company saw tangible results from the applying the 3Rs principle with non-hazardous waste as it has been clearly decreased through various activities such as an increase use of recyclable packaging, efficient packaging design, and the use of more environmentally friendly materials in the process that requires using disposable items.

The company also prioritizes waste sorting by training employees to sort their waste, particularly with chemicals often used in the factory. Additionally, training programs are organized to raise awareness about the importance of minimizing waste on a regular basis.

Table for the amount of waste disposed by the company

| Operational data | Unit | Year | | |
|---------------------|------|-------|------|------|
| | | 2023 | 2024 | 2025 |
| Hazardous waste | Ton | 10.29 | 6.82 | 4.4 |
| Non-hazardous waste | Ton | 37.43 | 45.2 | 13.4 |



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Hazardous waste disposal

| Amount of waste | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Amount of waste 2025 | 0 | 0 | 0 | 0 | 0 | 2.5 | 0 | 0 | 1.9 | 0 | 0 | 0 | 4.4 |

Remark: Decreased from the year 2024 (by 2.42 tons, representing a 35.48% reduction).
Result: In 2025, the new target was achieved with a reduction exceeding 10% from the 2024 base year, as referenced from the Manifest System for Industrial Waste and Unused Materials (Gor.Or.2).

Reducing the amount of waste of landfill

| Amount of waste 2025 | Jan | Feb | Mar | Apr | May | Jun | July | Aug | Sep | Oct | Nov | Dec | Total |
|---------------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| Amount of Waste 2025 | 5.01 | 4.99 | 4.97 | 4.95 | 4.93 | 4.91 | 4.89 | 4.87 | 4.85 | 4.85 | 4.85 | 4.85 | 58.92 |
| Reduced target by 5% 2024 | 4.82 | 4.82 | 4.82 | 4.9 | 4.3 | 4.2 | 4.22 | 3.26 | 3.29 | 3.29 | 3.29 | 3.29 | 48.5 |
| % of reduction from the baseline year | 4% | 3% | 3% | 1% | 13% | 14% | 14% | 33% | 32% | 32% | 32% | 32% | 18% |

Goal: Reduce the volume of waste sent to landfills with a variance not exceeding ± 10% from the 2024 base year.
Result: In 2025, the new target was achieved with an 18% reduction from the 2024 base year.

Climate change initiatives



- The company prioritizes the reduction of greenhouse gas emissions and has established the year 2024 as the base year for setting reduction targets. The company has defined the year 2030 as its Near-Term goal and the year 2040 for achieving Net Zero Carbon (Long-Term).
- Between 2025 and 2026, the company submitted an application for certification and registration of its 2024 base year greenhouse gas emissions with the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO to disclose emission volumes. Simultaneously, the company is developing and implementing the ISO-14064 standard.

Summary of the organization's greenhouse gas emissions.

TCHO_R_01

Version 04 : 21/2/2020

| | | | | | |
|-----------|---------------------|--------------|--|------|------------|
| Form | Greenhouse gas list | Organization | Stars Microelectronics (Thailand) CO.Ltd PCL | Page | 1 |
| Form Code | Fr-01 | by | Mr. Santee Sawangka-and | Date | 12/11/2025 |

Stars Microelectronics (Thailand) CO.Ltd PCL

Organization Scope

| | |
|---------|---|
| Scope 1 | 1. Diesel for Generator |
| | 2. Diesel for Fire Pump |
| | 3. LPG Carteen |
| | 4. Diesel B7 Management Car and Company Van |
| | 5. Septic Tank |
| | 6. Refrigerant leak, R-410a |
| | 7. Refrigerant leak, R-32 |
| | 8. Refrigerant leak, R-404 |
| | 9. Refrigerant leak, R-134A |
| | 10. Fire Extinguisher CO2 |
| Scope 2 | 1. Electrical consumption |
| | 2. Solar cell consumption |
| Scope 3 | 1. Purchased Goods and Services |
| | 2. Fuel and Energy Related Activities |
| | 3. Import and Transportation |
| | 4. Waste Generated in Operations |
| | 5. Employee Commuting |
| | 6. Transportation and Distribution |

Period 1 Jan 2024 - 31 Dec 2024

Productivity 2,145,005.64 PTHB

Baseline 1 Jan 2024 - 31 Dec 2024

Baseyear Product 2,145,005.64 PTHB

Organization Detail

| | |
|---|---------------------------|
| 1 | Electronics Manufacturing |
| 2 | |
| 3 | |
| 4 | |
| 5 | |

Location Bang Pa-in Industrial Estate, 605-606 Moo 2 Klongkum, Bang Pa-In, Ayutthaya 13160

Registration date 3 Feb-25



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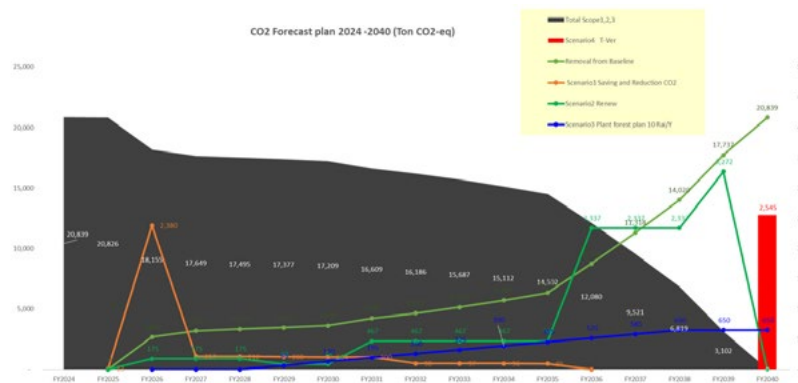
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Table showing greenhouse gas emission reduction targets for the year 2040 (B.E. 2583)



In the 2024 (B.E. 2567) base year, the total volume of greenhouse gas emissions was 20,839 tCo2e/ year. The Company has set a target for 2026 (B.E. 2569) to reduce emissions by at least 2,673 tCo2e/ year, or 13% compared to the base year.

For the Near-Term target in 2030 (B.E. 2573), the Company aims to reduce emissions by at least 3,629 tCo2e/year, or 17%. For the Long-Term target in 2040 (B.E. 2583), the Company aims to reduce greenhouse gas emissions by 20,839 tCo2e/year, or 100% (Net Zero discharge).

Regarding performance in reducing greenhouse gas emissions in 2025 (B.E. 2568), the company successfully reduced emissions by decreasing energy consumption of machinery in production lines and various utility systems within the organization. This included the installation of a real-time greenhouse gas emission monitoring system for Scope 2 (EMS Monitoring system).

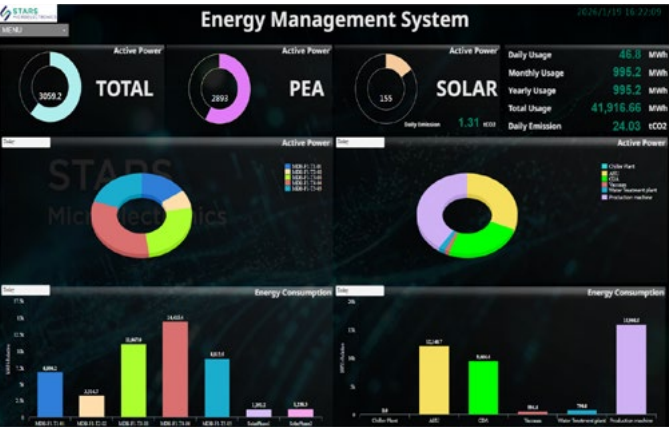


Table showing the details of greenhouse gas emissions for the base year 2024 (B.E. 2567)



Complaints
The company takes in great consideration the well-being of surrounding communities, hence, the company sent inquiry letters to the following organizations: Bang Pa-in Industrial Estate, Klong Jik Subdistrict Municipality, Bang Pa-in, Ayutthaya, and Ayutthaya Provincial Industrial Office. All three organizations confirm that there have been no complaints in 2025.

Pollution management
The company recognizes and prioritizes on preventing and controlling the environmental impact incurring from the operations to comply with standards set by law and to improve the quality of the environment.

With regards to the notification of the Ministry of Industry on the specified amount of air contaminants emitted from the factory B.E. 2549, the company submits an annual report for air quality inspection to the Welfare and Labor Protection Office of Ayutthaya Province to raise awareness and prioritize the prevention and control of air pollution.



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Table 2.3.1-1 The results of air quality in workplace

| Stations | Parameters | Unit | Results | Standard ¹⁾ | Standard ²⁾ | Standard ³⁾ | Standard Compare |
|----------------------------|------------------------------|-------------------|---------|------------------------|------------------------|------------------------|------------------|
| Sampling Date: 20/11/2025 | | | | | | | |
| Wave Room | Lead fume | mg/m ³ | < 0.010 | ≤ 0.05 | ≤ 0.05 | ≤ 0.05 | ✓ |
| Borehole Room | Copper fume | mg/m ³ | < 0.052 | - | ≤ 0.10 | ≤ 0.10 | ✓ |
| | Lead fume | mg/m ³ | < 0.010 | ≤ 0.05 | ≤ 0.05 | ≤ 0.05 | ✓ |
| | Isopropyl alcohol | ppm | ≤ 1.356 | ≤ 400 | ≤ 400 | ≤ 400 | ✓ |
| Mold Room Advance | Oil mist | mg/m ³ | < 0.817 | - | ≤ 5.00 | ≤ 5.00 | ✓ |
| Wave Room (Soldering Area) | Copper fume | mg/m ³ | < 0.052 | - | ≤ 0.10 | ≤ 0.10 | ✓ |
| | Lead fume | mg/m ³ | < 0.010 | ≤ 0.05 | ≤ 0.05 | ≤ 0.05 | ✓ |
| | Isopropyl alcohol | ppm | ≤ 1.356 | ≤ 400 | ≤ 400 | ≤ 400 | ✓ |
| Water Jet | Barium chloride as Barium | mg/m ³ | < 0.010 | 0.50 (as Ba) | 0.50 (as Ba) | 0.50 (as Ba) | ✓ |
| | Potassium hydroxide | mg/m ³ | 0.084 | ≤ 2.00 | ≤ 2.00 | - | ✓ |
| | Hydrogen chloride | ppm | < 0.460 | ≤ 5.00 | ≤ 5.00 | ≤ 5.00 | ✓ |
| FA Lab | Acetone | ppm | < 1.409 | ≤ 1,000 | ≤ 250 | ≤ 1,000 | ✓ |
| | Sulfuric acid | mg/m ³ | < 0.053 | ≤ 1.00 | ≤ 1.00 | ≤ 1.00 | ✓ |
| | Nitric acid | ppm | < 0.001 | ≤ 2.00 | ≤ 2.00 | ≤ 2.00 | ✓ |
| | Hydrogen chloride | ppm | < 0.460 | ≤ 5.00 | ≤ 5.00 | ≤ 5.00 | ✓ |
| | Acetone | ppm | < 1.409 | ≤ 1,000 | ≤ 250 | ≤ 1,000 | ✓ |
| Water Probe | Isopropyl alcohol | ppm | < 1.356 | ≤ 400 | ≤ 400 | ≤ 400 | ✓ |
| | Benzyl alcohol ¹⁾ | ppm | 0.049 | - | - | - | - |
| Puffing & Burn in Rooms | Isopropyl alcohol | ppm | 1.616 | ≤ 400 | ≤ 400 | ≤ 400 | ✓ |
| Tin Plate | Sulfuric acid | mg/m ³ | 0.058 | ≤ 1.00 | ≤ 1.00 | ≤ 1.00 | ✓ |
| | Acetic acid ²⁾ | ppm | 0.059 | ≤ 10.0 | ≤ 10.0 | ≤ 10.0 | ✓ |
| | Ethylene glycol | mg/m ³ | < 0.008 | ≤ 1.00 | - | - | ✓ |
| | Sodium hydroxide | mg/m ³ | 0.213 | ≤ 2.00 | ≤ 2.00 | ≤ 2.00 | ✓ |
| | Potassium hydroxide | mg/m ³ | 0.298 | ≤ 2.00 | ≤ 2.00 | - | ✓ |
| Lab Tin Plate | Hydrogen chloride | ppm | < 0.460 | ≤ 5.00 | ≤ 5.00 | ≤ 5.00 | ✓ |
| | Sulfuric acid | mg/m ³ | < 0.055 | ≤ 1.00 | ≤ 1.00 | ≤ 1.00 | ✓ |
| | Sulfuric acid | mg/m ³ | < 0.055 | ≤ 1.00 | ≤ 1.00 | ≤ 1.00 | ✓ |
| Chemical Treatment | Sodium hydroxide | mg/m ³ | < 0.001 | ≤ 2.00 | ≤ 2.00 | ≤ 2.00 | ✓ |

Standard : 1^{st)} Notification of the Department of Labour Protection and Welfare B.E.2549 (2017)
2^{nd)} Recommended by National Institute for Occupational Safety and Health (NIOSH)
3^{rd)} Recommended by Occupational Safety & Health Administration (OSHA)
✓ The result was in the suggested range of the standard value
Remark : 1^{st)} The test was subcontracted to Emex association Co., Ltd

Workplace air quality monitoring (Reference measurement results from November 20, 2025)

| Wet Scrubber System A | | | | |
|--|-------------------|-------------------------------|------------------------|------------------|
| Diameter (m.) | 1.10 | Flow Rate (m ³ /s) | 7.77 | |
| Height (m.) | 15.00 | Oxygen (%) | 20.80 | |
| Absolute Stack Gas Pressure (mmHg) | 760.66 | Shape | Circle | |
| Barometric Pressure (mmHg) | 760.00 | Type of Process | Process | |
| Stack Temperature (°C) | 27.00 | Type of Fuel | - | |
| Ambient Temperature (°C) | 28.00 | Sampling Time | 14:10-14:40 | |
| Velocity (m/s) | 8.66 | Sampling Date | 20/11/2025 | |
| Parameters | Unit | Results | Standard ¹⁾ | Standard Compare |
| Total Suspended Particulate | mg/m ³ | 0.5 | ≤ 400 | ✓ |
| Emission Rate of Total Suspended Particulate | g/s | 0.004 | - | - |
| Sulfur Dioxide | ppm | < 1.3 | ≤ 500 | ✓ |
| Emission Rate of Sulfur Dioxide | g/s | < 0.026 | - | - |
| Oxides of Nitrogen | ppm | < 1.0 | - | - |
| Emission Rate of Oxides of Nitrogen | g/s | < 0.015 | - | - |
| Lead | mg/m ³ | < 0.029 | ≤ 30 | ✓ |
| Emission Rate of Lead | g/s | < 0.001 | - | - |
| Carbon Monoxide | ppm | 0.7 | ≤ 870 | ✓ |
| Emission Rate of Carbon Monoxide | g/s | 0.006 | - | - |
| Xylene | ppm | < 0.005 | ≤ 200 | ✓ |
| Emission Rate of Xylene | g/s | < 0.001 | - | - |

Standard : 1^{st)} Notification of the Ministry of Industry B.E.2549 (2006)
2^{nd)} Notification of the Ministry of Industry, Issue: Standard Opacity B.E.2549 (2006)
✓ The result was in the suggested range of the standard value

Stack emission monitoring results (Reference measurement results from November 20-21, 2025)

Table 2.3.1-2 The results of Annoyance noise

| Item | Stations | Results | | | | | | | |
|----------------------------|----------------------|--------------|-----------------------|--------------------|-----------------------|------------------|--|--|-----------------------|
| | | Source Noise | | No Annoyance Noise | | Background Noise | | Noise levels during disturbances (dBA) | Annoyance Noise (dBA) |
| | | Time | L _{eq} (dBA) | Time | L _{eq} (dBA) | Time | L _{eq} (dBA/L ₉₀) | | |
| 1. | Front of the factory | 13.30-14.30 | 63.9 | 12.05-12.10 | 55.2 | 12.05-12.10 | 53.9 | 63.3 | 9.4 |
| 2. | Behind the factory | 13.35-14.35 | 59.0 | 12.10-12.15 | 51.2 | 12.10-12.15 | 49.8 | 58.2 | 8.4 |
| Standard ⁽¹⁾⁽²⁾ | | | | | | | | | ≤ 10.0 |
| Standard Compare | | | | | | | | | ✓ |

Standard : 1^{st)} Notification of the National Environment Board, No.29 B.E.2550 (2007)
2^{nd)} Notification of the Ministry of Industry B.E.2548 (2005)
3. Issue 1 : Noise 1 hr
✓ The results were in the suggested range of the standard value

In 2025, the Company remained within the noise level standards, successfully passing the criteria as required by law (Reference measurement results from November 20-21, 2025).

Hazardous materials management

The company has taken into account the management of hazardous materials in compliance with the standards stipulated by the law. The company reduces the health risk of workers and hazardous material users, minimizes the impact of hazardous materials to the environment, and organizes training for employees to understand the precautions while operating with hazardous materials. The company has processed hazardous materials in the plant as follows:

EN1-5.1 Chemical substances The company has formulated a list of hazardous chemicals with the details of their safety and submitted to the Welfare and Labor Protection Office of Ayutthaya annually. The company also follows the ministerial regulations on Setting Up Standards for Management, Managing, and Operating on Security, Occupational Health and Environment in Working with Chemical Substances B.E. 2557.

EN1-5.2 Industrial radiographic machine The company owns an industrial radiographic machine to monitor the quality of the products, under the guidance of officers trained in radiation safety. The assessment by Thailand Institute of Nuclear Technology (Public Organization) shows that the company met the criteria with reference to the benchmark, checked at 5 centimeters from the wall of the machine. The radiation dose must not exceed 0.5 mR/hr. (μSv/hr) referring to FDA 21 CFR 1020.40 and 61010-2-091. Every value measured and reported to the relevant agencies in 2025 fully complied with all applicable inspection criteria and standards.



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3.4.2 Social policies and practices

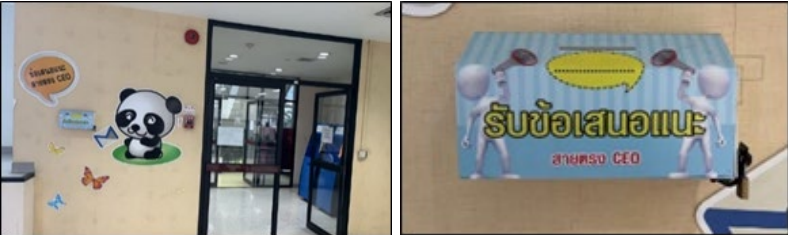
The company is committed to conducting its operations with good governance and adherence to ethical principles, together with care for and protection of the environment and society. We recognize our responsibilities towards society in accordance with the Responsible Business Alliance Policy (RBA) while taking into account both internal and external stakeholders, including shareholders, employees, customers, communities and society at large, leading to sustainable business development. To this end, implementing corporate social responsibility policy (CSR) activities is highly important in order to foster business practices alongside community development. The company has established the following policies for its social and community responsibilities:

- The company surveys the conditions of the community and society surrounding its premises to be informed of the effects of its business operations in order to review, revise and improve its practices.
- The company supports projects and implementation of volunteer activities related to community and social development.
- The company participates in the sustainable preservation and development of the environment in the community and society.
- The company supports and participates in community service.

The company has set clear policies regarding the management, recruitment and hiring of personnel, specifying that employees, starting from operational-level employees, must only be accepted at 18 years of age. The company is careful and respectful of human rights and does not persecute, threaten, or discriminate on the basis of sex, ethnicity, religion and culture. We employ foreign workers from Western countries such as Germany and Eastern/Asian countries such as India, Singapore, Philippines, etc. Employment is primarily considered based on qualifications, experience, knowledge, and skills that are suited to the position.

The Company is committed to upholding human rights, transparency, and zero tolerance for all forms of corruption. The Company promotes open communication by welcoming opinions and suggestions and by providing communication channels that enable external parties and employees to participate and take part in monitoring, reporting suspected corruption, and contributing to the Company's sustainable development across all levels of the organization.

The Company provides accessible channels that allow stakeholders and employees to communicate and reach senior management through the Company's website, email at complainbox@starsmicro.com, and other designated communication platforms. For operational employees who may find it inconvenient to communicate via email or electronic correspondence, the Company has also established an additional communication channel through a suggestion box. Submissions through this channel are delivered directly to the Chief Executive Officer (CEO) and can be accessed only by the Chief Executive Officer.



3.4.3 Outcomes of social operations

Assurance of the rights to freedom of association and protection of the rights to negotiation

The company prioritizes attending to problems arising from operation and being prompt to improve the situation. This is a role and duty of management executives to workers. Not only does this boost the morale of employees, it also allows the company's performance to excel, particularly for issues with common aspects. Employee association is thus a stage where employees can express their obstacles in operation and their needs about the working conditions. Issues raised by employees from such discussions are issues that management executives must pay attention and hasten to correct. In view of this priority, the company has organized the election of a workplace welfare committee as employee representatives to discuss, oversee and express their opinions regarding the various employee benefits. The formation of this committee is in accordance with the Labor Protection Act of B.E. 2541 (1998), which stipulates that employers must establish a Workplace Welfare Committee within 30 days of having 50 employees, with one committee to be elected per workplace.

Fair labor practices

Equitable and fair hiring and termination

The company has instated policies on employment that is equal and respectful of employees' rights. There is no discrimination or limitation regarding gender. In addition, equal opportunities and consideration is given to the employment of the disadvantaged/persons with disabilities in roles that are safe and appropriate in accordance with the conditions and capability of each individual with respect for their right to choose. In addition, there are no practices of child labor, aggression and threats or violence towards employees. Regarding the termination process, the company has clear procedures and regulations in order to be just and fair to employees at all levels.

Table for the employment of persons with disabilities and retail concessions granted to caregivers of persons with disabilities in the company

| Operational data | Unit | Year | | |
|---|--------|-------|-------|-------|
| | | 2023 | 2024 | 2025 |
| Full-time employees | Person | 1,052 | 1,052 | 1,215 |
| Temporary employees | Person | - | - | - |
| Persons with disabilities employed at the company | Person | 4 | 4 | 4 |
| Retail concessions for people with disabilities | Person | 8 | 9 | 10 |

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Table for the ratio of female employees to male employees

| Operational data | Compensation rate | | |
|------------------|-------------------|------|------|
| | 2023 | 2024 | 2025 |
| Monthly employee | | | |
| Male | 1 | 1 | 1 |
| Female | 0.98 | 0.98 | 0.95 |
| Daily employee | | | |
| Male | 1 | 1 | 1 |
| Female | 1 | 1 | 1 |

Renumeration and welfare of employees

The company maintains a policy to provide appropriate and fair remuneration to employees, based on their experience, knowledge, competence, and the responsibilities associated with each position. Furthermore, the company ensures full compliance with labor laws and considers competitiveness within the local area and the same industrial sector to align with labor market standards.

The company has established a salary and benefits structure to serve as a framework for determining compensation, both during the recruitment process for new employees and for annual salary adjustments. In addition to fixed remuneration, the company provides various benefits and incentives to motivate and reward employee performance, such as monthly attendance bonuses, shift allowances, job proficiency pay, position allowances, and other benefits as determined by the company.

To promote a high quality of life for employees at all levels, the company provides comprehensive welfare and benefits covering basic needs, healthcare, career development, and corporate engagement activities. The details are as follows:

- **Leave Benefits and Financial Assistance:** Includes annual leave, personal leave, marriage leave, and maternity leave, as well as financial assistance in the event of the death of an employee or their family member.
- **Provident Fund:** To encourage long-term savings and financial planning for retirement.
- **Group Life and Health Insurance:** To provide life coverage and support for employees’ medical expenses.
- **Annual Health Check-ups:** To continuously monitor and promote employee health.

- **Training and Development:** To enhance skills and work potential.
- **Employee Shuttle Service:** Covering major residential areas to facilitate commuting, reduce travel expenses, alleviate traffic congestion, and contribute to energy conservation.
- **Canteen Welfare:** Provides free steamed rice along with clean, hygienic food sold at reasonable prices.
- **Rest Areas:** Provided for employees to relax and unwind during work breaks.
- **Corporate Relationship Activities:** Such as annual parties and quarterly thank-you celebrations to strengthen unity and pride in working together.
- **Annual Bonus:** Determined based on the company’s performance and individual employee performance.

Although the Company does not require a uniform for office staff. However, allowing for flexibility and personal expression suitable to each individual's role, the company provides standardized workwear and appropriate Personal Protective Equipment for production line employees. This ensures that operations are conducted safely, efficiently, and in full compliance with corporate standards.

These policies reflect the company's commitment to caring for all personnel comprehensively and fairly. Our goal is to foster motivation, promote organizational engagement, and support employees in growing alongside the sustainable success of the company.

The company maintains a remuneration policy linked to the performance of employees at all levels, utilizing the **Key Performance Indicator (KPI)** system as a primary tool for evaluation. This ensures that compensation and rewards are determined with transparency and fairness. Each employee is evaluated by their direct supervisor, and these results are used to consider annual salary increments and bonus payments.

The company has established a clear and systematic compensation structure designed to motivate employees to perform efficiently and align with the organization’s core objectives. Furthermore, transparent policies and evaluation criteria have been developed and communicated to all levels of staff. The evaluation results are categorized into grades, such as A, B, C, and D, to serve as a fair guideline for determining annual salary adjustments and rewards.

Union of employees for negotiation of benefits

The company prioritizes attending to problems arising from operation and being prompt to improve the situation. This is a role and duty of management executives to workers. Not only does this boost the morale of employees, it also allows the company’s performance to excel, particularly for issues with common aspects. A staff union serves as a stage for employees to express their views on the obstacles encountered during their work and their needs related to work conditions. Management must pay attention to and promptly resolve the points raised by employees during these discussions. In view of this priority, the company has organized the election of the Workplace Welfare Committee as employee representatives to discuss, oversee and express their opinions regarding various employee benefits. The formation of this committee is in accordance with the Labor Protection Act of B.E. 2541, which stipulates that employers must establish a Workplace Welfare Committee within 30 days of having 50 employees, with one committee to be elected per workplace.



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Occupational safety

- The company’s policies have been specified in the Code of Business Ethics under the topic of **occupational safety and health**. Clear guidelines are provided as follows:
- The company will prevent work-incurred accidents, injuries and illnesses, with the good cooperation of all employees. The company will ceaselessly research and manage the various risks that can happen in the workplace.
- The company will provide tools, supplies, equipment and training for the safety of the company’s workers and property.
- The company will rapidly and efficiently step in to tend to any emergencies or accidents that may occur in the workplace.
- The company will act strictly in accordance with the various safety-related laws and regulations.
- The company will carry out professional development and organize training for employees so that all personnel will understand and have sufficient information on the working environment and work processes, and be aware of the illnesses that may come about during work.

In addition to organizing orientation sessions to provide employees with knowledge and to emphasize the importance of safety consciousness in the workplace, the safety department also conducts monitoring of the quality and readiness of safety equipment such as fire extinguishers, emergency alarms, PPE equipment and Public Address (PA) system. Most importantly, safety drills are conducted to be ready to handle emergencies, for example, a fire drill is organized for all employees in the facility each year.

The company has collected statistics that include representatives from employers and employees to analyze significant numbers for monitoring and improving safety management as shown in the table that follows:

Table for the statistics of work-incurred emergencies/absenteeism/illness

| Operational data | Unit | Year | | |
|--|-----------------|------|------|------|
| | | 2023 | 2024 | 2025 |
| Employer representative and security officer | Person | 8 | 6 | 6 |
| Employee representatives | Person | 7 | 5 | 5 |
| Injury rate (IR) | Prs/working hr. | 0 | 0 | 0 |
| Occupational Disease Rate (ORD) | Prs/working hr. | 0 | 0 | 0 |
| Lost Day Rate (LDR) | Prs/working hr. | 0 | 0 | 0 |
| Absenteeism Rate (AR) | Prs/working hr. | 0 | 0 | 0 |
| Death rate from the operation | Person | 0 | 0 | 0 |



ขอเชิญพนักงาน

บริษัท สตาโรส ไมโครอิเล็กทรอนิกส์ (ประเทศไทย) จำกัด (มหาชน)

ตรวจสอบสุขภาพประจำปี 2568

วันที่ 12 พฤศจิกายน 2568 เวลา 04:00-12:00 น.

คำแนะนำก่อนเข้ารับการตรวจ



พักผ่อนให้เพียงพอ



งดรับประทานอาหาร 8-12 ชม.



งดเครื่องดื่มแอลกอฮอล์



งดใช้ยาหรือสมุนไพรตามใบสั่งยา

โดยแพทย์ตรวจสุขภาพเบื้องต้น โรงพยาบาลวิชัยเวช อินเตอร์เนชั่นแนล อ่อนน้อม



สอบถามรายละเอียด หรือ ทำใบสมัคร
โรงพยาบาลวิชัยเวช อ่อนน้อม
02 441 7899



Preparation before health check-up



Should get enough rest before the check-up.



Refrain from all food and drink 8-12 hours before the check-up (except water and personal medication).



Should refrain from drinking alcoholic beverages before the check-up.

Appointment for health check-up

For convenience
Please make an appointment at least 3-5 days in advance before the desired health check-up date.
You can make an appointment through the following channels:

1. via the hospital website

<http://www.vibhavadi.com/th/appointment>



2. via telephone

02-561-1111 ext. 2222 - 2225

Health check-up procedure

1. Contact the registration counter, Building 2, 0 Floor
Register (show ID card or a card issued by the government with a vaccination that "Health check-up")

2. Contact the nursing counter at Occupational Health Center, Building 3, 0 Floor

- History taking by a nurse - check your name and check-up program (other additional tests if needed)

- Get a nurse number - measure blood pressure, pulse, weight - height - blood collection - urine collection

- Process with other procedures (if any), such as X-ray (ultrasound - Electrocardiogram (ECG) - Breast cancer examination / Thymopap test)

- See a Doctor for physical examination.

Notes for women

- Women with menstruation are able to check-up, but the urine collection will be done on another day.



Maps





POWER UP YOU

SAFETY & HEALTH WEEK

Join us for STARS Health & Health Activities!



MON

10

STARS HAPPY WEALTH

- บรรยายให้ความรู้ : ความรู้ทางการเงิน โดยธนาคารกสิกรไทย (KBank)
- บุรุษให้คำปรึกษาทางการเงิน : ธนาคารไทยพาณิชย์ (SCB)



TUE

11

STARS CARE

- บรรยายสร้างความตระหนักรู้ : โทษและผลกระทบของยาเสพติด
- ตรวจสุขภาพ : ตรวจน้ำตาลในเลือด โดยโรงพยาบาลวิชัยเวช



WED

12

ตรวจสอบสุขภาพประจำปี

(พนักงานระดับ E6 และต่ำกว่า)



THU

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HEALTH COME FIEST !

- เวทีทอล์ก : อาหารเพื่อสุขภาพ fit & firm
- บุรุษประกันภัย : ภัยประกันภัย
- คลินิกทันตกรรมเคลื่อนที่



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GOOD HEALTH & GOOD SAFETY

- บรรยายโรค office syndrome
- การบรรยายด้านสุขภาพและความปลอดภัย : โดยวิทยากรภายใน
- ประกวดคำขวัญด้านความปลอดภัยและสุขภาพ

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Maintaining a safe and hygienic working environment

The company firmly believes that a workplace that has a safe environment, appropriate safety measures and good occupational hygiene will naturally make employees feel comfortable and determined to deliver work to the best of their abilities. The company cares for the life and health of personnel, business partners and relevant parties, and therefore has established an occupational hygiene, safety and environment management system to be used alongside the company's systems and operations. We are committed to the management of occupational hygiene, safety and environment through the creation of policies to serve as practical guidelines that will also be continually developed and improved upon.

Projects carried out by the company are as follows:

- 2025 annual health checkup for employees, aiming to control the risks to health and safety related to organizational activities
- "Power-up Your Safety & Health Week" Activity
- Annual fire drill practice with training to provide knowledge to employees, inviting experienced trainers with expertise on the topic to conduct the fire drill practice in case of fire or other emergencies

Savings and creating financial security for employees

The company provides a provident fund (PVD) for employees. Establishing provident funds in the workplace is another form of welfare to take care of employees for them to have a systematic source of savings after retirement. The company also promotes financial literacy on savings for employees. The rate of contribution to the provident funds for employees at present is 55%. The company manages the Provident Fund in compliance with the guidelines established by the Securities and Exchange Commission (SEC) to elevate fund management standards toward transparency, good governance, and the maximum benefit of its members. The key guidelines are as follows:



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1. Encouraging Broad Employee Participation

The company facilitates the process for employees to voluntarily join the Provident Fund once they have completed their probationary period. This encourages employees to begin saving as soon as they are appointed as permanent staff. Additionally, the company supports the Human Resources department in continuously communicating and publicizing the benefits and the importance of saving through the fund to all employees.

2. Supporting Flexible and Sufficient Savings

The company encourages consistent saving by providing financial planning education. This includes initiatives such as the STARS Happy Wealth activity, organized in collaboration with Kasikornbank to provide lectures on “Financial Literacy,” and with SCB Bank to offer financial counseling under the topic “Financial Choice.” These programs aim to enhance employees’ understanding of money management and saving for the future.

3. Continuous Monitoring and Access to Member Information

The company ensures that Provident Fund members can independently access their information through the asset management company’s online systems, including dedicated websites or mobile applications. This allows employees to monitor their accumulated contributions, returns, and investment portfolios at any time. Should employees have any inquiries, they can conveniently contact the Human Resources Department for further assistance.

4. Fund Management According to the Investment Governance Code (I Code)

The company has a policy requiring the Fund Committee (FC) to select fund managers who adhere to the Investment Governance Code (I Code) for institutional investors. This selection process integrates Environmental, Social, and Governance (ESG) factors to ensure that the fund’s investment management remains transparent and sustainable in the long term.

5. Developing and Promoting Retirement Savings Knowledge

The company prioritizes raising awareness regarding financial planning and long-term savings. We encourage the Fund Committee (FC) to regularly attend training sessions or knowledge exchange programs with investment experts. Additionally, the company organizes counseling activities and disseminates knowledge on savings management to empower employees to plan for a secure and effective retirement.

Human Resources Development

The company prioritizes the provision of knowledge and training as specified by law and to develop the capacity of personnel, and also for the occupational safety of employees. The company conducts pre-employment training for personnel so that they may commence their work duties in a correct and accurate manner. In addition, technical training is also provided to build employees’ skills and knowledge for work practices that are correct, up to the standards as specified in policy goals and able to accurately deliver products and services as per customers’ requests. It also ensures risk prevention and minimization of accidents in the workplace so that the company can continue to operate sustainably. The training of skills and capacity in accordance with business strategy plans and future services of the company is conducted by the human resources department. Training is regularly provided to employees.

The company places importance on work-related skills and capacity development for employees as appropriate and in accordance with both current business plans and future development plans of the company. In the past, training has been organized in all operational areas at the appropriate times and opportunities. Topics of training include fire safety training and practice drills, first aid, safe radiation-related work practices, energy conservation management, English skills for the workplace, English skills for managers, and technical training for specific groups or work areas requiring specific skills and operations, among others. A training plan has been formulated by the company. As stipulated by law, the number of employees trained each year is submitted to the Department of Skill Development in a punctual and complete manner, so that there is no need to submit funds to the Skill Development Fund.



The Company places high importance on developing the potential of personnel at all levels to ensure readiness for the organization’s sustainable growth. As of December 2025, the Company employs **1,066 people** and has fully completed training sessions in accordance with the requirements of the **Department of Skill Development**, as specified under the established annual training plan.

The company conducted a total of **150 training hours**, with **68%** of the workforce completing training in accordance with legal requirements. The average training time was **7 hours per person per year**, reflecting a continuous commitment to upgrading the skills and knowledge of our personnel.

The company has expanded its personnel development approach to be more comprehensive and flexible. In addition to conducting in-house training and sending employees to external seminars, the company has invested in additional learning channels for **Talent and Management** groups by implementing the **LinkedIn Learning platform** as another key developmental tool.

This investment aims to foster a culture of Self-directed Learning while establishing a clear



framework aligned with the “**Minimum 1 Course per Month**” policy. This initiative is designed to stimulate continuous learning and support the long-term potential development of our personnel.

Additionally, the company places special emphasis on developing the potential of **engineers at all levels** within the organization. A systematic knowledge and skill development framework has been designed, categorized into **3 main groups: Fundamental, Technical, and Core Tools**, to align with the specific job functions and expertise levels of each position.

In **2025**, the company set a goal to increase the overall percentage of knowledge and skills (%Knowledge & Skill) for the engineering group **from 55% across 24 courses to 75%**. The actual performance results for **Knowledge & Skill** development surpassed the target, reaching **79%**. This achievement reflects the effectiveness of the personnel development system and a commitment to sustainably enhancing the organization’s engineering capabilities.



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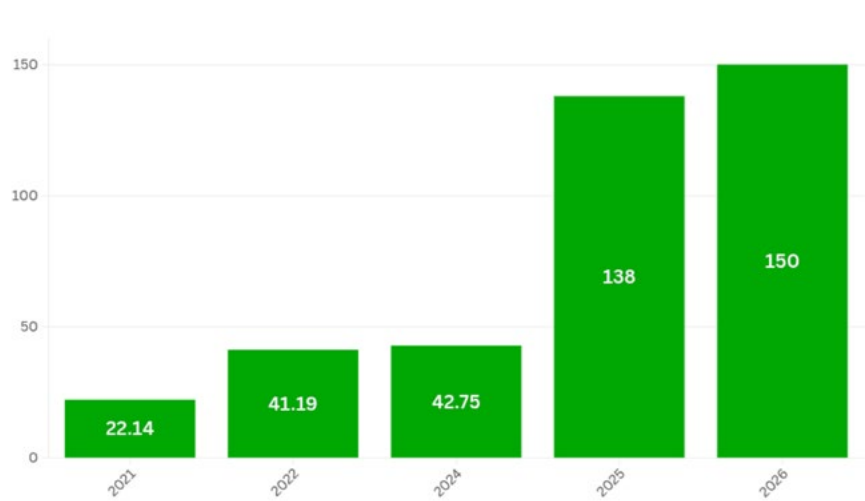
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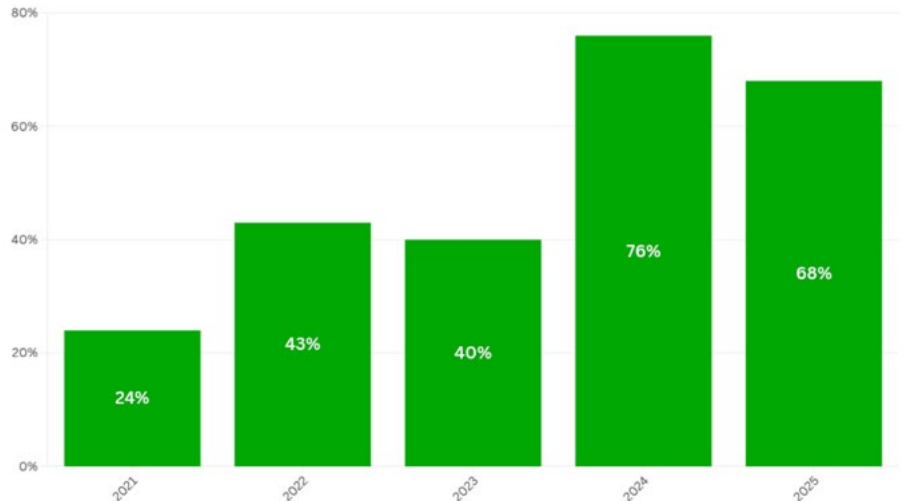
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Number of training hours (Hour)



| Year | 2021 | 2022 | 2023 | 2024 | 2025 |
|-----------------|-------|-------|-------|------|------|
| Number of hours | 22.14 | 41.19 | 42.75 | 138 | 150 |

Employees with skill improvement (%)



| Year | 2021 | 2022 | 2023 | 2024 | 2025 |
|------------|------|------|------|------|------|
| Percentage | 24 | 43 | 40 | 76 | 68 |



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Anti-corruption

The company recognizes the importance and raises awareness among employees about conducting operations in an honest, upstanding, and anti-corrupt manner as specified in the Code of Business Ethics and Code of Conduct for Executives and Employees. Employees at all levels receive the relevant communications and documents and are required to provide signed acknowledgement since their first day of work. This is for all personnel to be conscious of the information and practical guidelines in accordance with the main organizational policies. In 2025, all new employees received the above trainings.

Table for the number of employees trained in anti-corruption

| Name of the course | No. of trained person/ No. of employees signed | | | | |
|---|--|------|------|------|------|
| | 2021 | 2022 | 2023 | 2024 | 2025 |
| (Code of Business Ethics & Code of Conduct) | 400 | 522 | 175 | 455 | 817 |

Protection of Personal Rights and Personal Data

As the Personal Data Protection Act (PDPA) is enforced in the Kingdom of Thailand, the company has taken steps to comply with the law. To begin with, a Personal Data Protection Committee has been established to oversee and ensure that the company’s measures align with the Personal Data Protection Act.



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The Personal Data Protection Committee has the following responsibilities.

Formulate policies on personal privacy

- Formulate action plans, guidelines and company’s measures to ensure compliance with the Personal Data Protection Act.
- Set measures and announcement regarding regulations and criteria about the transfer and transmission of personal data abroad.
- Supervise and monitor the operation of the working team to ensure its compliance with action plans/guidelines of relevant laws
- Assess legal compliance and report operational results
- Promote and support learning and understanding of personal data protection for employees. Appoint a Data Processing Officer (DPO) for the company

Purpose of the Company Using Your Personal Data

| Purpose/Activity | Type of Data | Legal Basis for Processing Including Legitimate Interest Principles |
|--|--|--|
| Inquiry, selection, and recruitment of employees | a) Identity data b) Contact data | a) Fulfillment of a contract |
| | b) Technical data c) Academic data d) Usage data | b) Explicit consent |
| Development and notification of training courses | a) Identity data b) Contact data b) Technical data c) Academic data d) Usage data | a) Fulfillment of a contract b) Explicit consent |
| Employee welfare protection and provision of welfare and comprehensive healthcare promotion and service | a) Identity data b) Contact data c) Academic data d) Sensitive data | a) Fulfillment of a contract b) Explicit consent |
| Compliance with legal and regulatory obligations | a) Identity data b) Contact data c) Technical data d) Academic data e) Usage data f) Sensitive data g) Financial data h) Transaction data | a) Legal obligations |
| Operational management which includes employee record-keeping, invoice, fee, and accounting management, company asset management, and security agreement administration (including the use of CCTV and monitoring of the company's IT and communication systems in accordance with the regulations on the use of information and communication technology facilities). | a) Identity data b) Contact data c) Technical data d) Academic data e) Usage data f) Sensitive data g) Financial data h) Transaction data | a) Fulfillment of a contract b) Explicit consent c) Legitimate interests of the company in protecting the security of the company d) Benefits to well-being |



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| Purpose/Activity | Types of Data | Legal Basis for Processing Including Legitimate Interest Principles |
|---|--|--|
| Personnel management which includes recruitment/hiring of financial officers or contractors on salary, pension, and sick leave administration, performance evaluation and assessment, handling grievances, competency reviews, or disciplinary processes, and maintaining appropriate human resource records for both current and former employees, including the preparation of reference information. | a) Identity data b) Contact data c) Technical data d) Academic data e) Usage data f) Sensitive data g) Financial data h) Transaction data | a) Fulfillment of a contract b) Explicit consent |
| Employee relations management | a) Identity data b) Contact data | a) Legitimate interest of the company in maintaining historical records |
| Retention of historical and memorable company records for reference | a) Identity data b) Contact data c) Academic data | a) Legitimate interest of the company in preserving relationships and promoting fundraising activities |
| Managing the relationship between the company and you, including: a) Notifying changes in regulations or policies regarding privacy policies b) Requesting for examination or survey | a) Identity data b) Contact data c) Marketing and communication data | a) Fulfillment of a contract b) Legal obligations c) Legitimate interest of the company (updating company records and understanding service usage provided by the company) |
| Operate and protect the company of the company and this website (including troubleshooting, data analysis, testing, maintenance, support, reporting, and storage) | a) Identity data b) Contact data c) Technical data d) Transaction data e) Usage data f) Academic data | a) Fulfillment of a contract b) Legitimate interests of the company (to operate business of the company that ensures IT administration and service and the network security to prevent fraud and improve business and structure) c) Legal obligations d) Legitimate interest in detecting and preventing illegal activities |
| Data analysis to improve website, products/services, marketing, and customer experience | a) Technical data b) Usage data c) Marketing and communication data | a) Legitimate interest of the company (identifying the types of customers that will use the products and services of the company, updating the company's website, improving the business of the company, and informing about the marketing strategies of the company) |
| Processing your job applications submitted to the company | a) Identity data b) Contact data c) Sensitive data | a) Legitimate interest of the company in recruiting applicants for open positions b) Fulfillment of an employment contract |

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Enhancing Employee Engagement and Job Satisfaction



- The company has a plan for building bonds and raising awareness about the roles and duties of employees, particularly for supervisors to understand the importance of the role they play in raising awareness in their own subareas of work. The company therefore organizes activities to enhance relationships between supervisees, supervisors and senior management. Such activities include:
- Team Synergy Challenge Game: An annual activity organized to engage employees in tasks that promote unity, teamwork, and effective collaboration. Through creative games and activities, this initiative fosters an atmosphere of cooperation and builds strong positive relationships among staff.
 - The company organized **the STARS Staff Party 2025**, an annual celebration for all employees held to express gratitude and celebrate collective successes over the past year. This event provides an opportunity for staff to unwind from work, enjoy festivities together, and build strong relationships between colleagues and management within a warm and friendly atmosphere.
 - The company promotes the Thai Culture and Traditions by organizing activities to honor Thai customs and traditions, such as Songkran Festival celebrations and merit-making ceremonies and offering alms to monks on significant Buddhist holidays. These initiatives aim to preserve Thai heritage and encourage employees to participate in auspicious community activities together.
 - The company also regularly evaluates employee's satisfaction.

Table for the survey results of employee satisfaction in 2025

| Satisfaction level | No. of people | Percentage |
|----------------------|---------------|------------|
| Very satisfied | 698 | 68.10 |
| Moderately satisfied | 299 | 29.17 |
| Slightly satisfied | 23 | 2.24 |
| Dissatisfied | 5 | 0.49 |

From the employee satisfaction survey for managing human resources. In 2025, the labor market was highly competitive for various companies in the same and nearby areas, and companies were recruiting a large number of employees. This has led to an increased amount of employee turnover at the company this year, especially for day labor. Nevertheless, the recruitment team was still able to manage and recruit employees in the amount and time set out in the production plan. Therefore, the manufacturing and delivery of products was efficiently implemented according to plan.

Corporate Social Responsibility Activities (CSR)

The company is aware of the importance of social contribution activities in all aspect to make community happy and put a smile on their faces through various activities where the company's employees could participate. Such activities are blood donation, aid for victim of natural disaster or hardships, and communal merit makings. The activities organized by the company have brought pride to the employees who participated as members of the organization and of society. At the same time, good relationships were built among employees and management who came together to do good for society. The social contribution activities in 2025 are as follows:

Stationery Donation for Children’s Day

On the occasion of National Children's Day, the Company organized an activity to donate stationery sets to children and youth in the surrounding communities. This initiative aims to promote education and support the learning of Thai youth. The activity's objectives were to bring smiles and encouragement to the children, while also cultivating a spirit of giving among employees who participated in sharing happiness and providing educational opportunities to society.



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Donation of Used Calendars for the “Old Calendars, Please”

- As well as making a financial donation to support the production of blind media
- The company participated in the “Old Calendars, Please” project by organizing an activity to deliver used calendars donated by employees to foundations or agencies. These materials are repurposed to produce Braille media and learning tools for the visually impaired. In addition, the company provided financial support to assist in the production process. This activity aims to promote efficient resource utilization, support information accessibility for the visually impaired, and raise awareness of environmental conservation and the spirit of giving among employees.



Mobile Dental Services for Employees

The company organized a mobile dental unit service for employees within the premises to facilitate oral healthcare. The services included dental examinations, scaling, and oral health consultations provided by a team of professional dentists. This initiative aimed to promote employee well-being, reduce the burden of costs and travel time to external clinics, and encourage continuous awareness of the importance of dental hygiene.



Tree Planting and Wastewater Canal Treatment Initiative

The company participated in the “Plant to Reduce for a Sustainable Future: LET’S ZERO TOGETHER” activity and the “Clean Canal, Clear Water” project. These initiatives involved planting trees and conducting water treatment activities within the local community to restore natural resources and maintain environmental balance. The objectives were to advocate for environmental conservation awareness among employees and the community, reduce pollution, create green spaces, and cultivate a strong sense of social and environmental responsibility within the organization.



2025 Annual Blood Donation

The company organized its annual blood donation activity for 2025, with the kind cooperation of the National Blood Service Region 2, Lopburi Province, which provided a mobile blood collection unit at the company's premises. This facilitated employees' participation in public interest activities. The initiative aimed to foster a spirit of public service, raise awareness of the life-saving value of blood donation, and build a sense of unity and pride in being part of a community-focused contribution.



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Community Visits and Engagement

The company has established a Corporate Social Responsibility (CSR) Working Group focused on community participation and development. This team acts as a liaison to maintain continuous coordination and dialogue with surrounding communities. This approach ensures that the company can actively listen to and understand the genuine needs of the community, as well as collect appropriate information and suggestions to effectively plan and implement joint community development activities. In the event of complaints or feedback from the community, the company has established a systematic grievance management process. Relevant officers will investigate the facts and identify the root cause of the issue, reporting the findings to senior management to determine corrective actions and monitor progress. Notably, during the past reporting period, **the Company has not received any complaints from the surrounding communities.**



Community Projects and Local Engagement Activities

- Tree planting for a sustainable future with the Bang Pa-in Industrial Estate Office
- Co-launched the “Clean Canal, Clear Water at Bang Pa-in” Project with the Bang Pa-in Industrial Estate Office



Protection of rights and development of the local community

The company believes that a strong and sustainably developed community is a vital factor in supporting stable and long-term business operations. Located in Bang Pa-in District, Phra Nakhon Si Ayutthaya Province, the company considers itself an integral part of the community, committed to growing alongside its neighbors. Consequently, the company prioritizes Corporate Social Responsibility (CSR) activities to foster positive relationships and maintain continuous community engagement.

In the past year, the Company implemented the “School Library Improvement and Development” project at Wat Rat Sattha Tham School (Wat Khlong Phutsa) in Bang Krasan Subdistrict, Bang Pa-in District, Phra Nakhon Si Ayutthaya. This initiative involved a volunteer activity where staff accompanied teachers and students to purchase new equipment and books for the library. The project aimed to promote education and elevate the quality of life for local youth, reflecting the Company’s commitment to conducting business in harmony with sustainable community development.



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Project Objectives

- 1. To support the education of youth in the communities surrounding the factory.
- 2. To improve the library environment, making it more inviting and suitable for learning.

Project Goals

- 1. To create an environment conducive to learning and to cultivate a love of reading among children and youth.
- 2. To realize significant indirect benefits, such as building collaborative networks between organizations or increasing business opportunities.
- 3. To achieve long-term continuous outcomes, such as sustainable development or the mitigation of social issues.

Community Plan for “Solar Cell Spotlight Installation”

| Topic | Details |
|--|---|
| 1. Alignment with the nature of business or capacity of the organization | Indirect benefit from the project such as building network from collaboration between corporates or increasing business opportunities |
| 2. Employee participation | The company publicized the project, inviting employees to volunteer. There was an excellent response and participation from the employees, demonstrating the charitable spirit of the organization's personnel. |
| 3. Community participation | Before implementing the “Solar Cell Spotlight Installation” project, company representatives conducted a discussion session with members of the community together with community leaders/representatives of Khlong Chik Municipality and teachers in order to inform the objectives and implementation process of the project, in addition to inviting the community to jointly volunteer to develop the community together. |
| 4. Alignment with sustainable development practices | <p>Implement plans to follow up and monitor the students’ library use and conduct regular visits in order to maintain sustainable relationships between the company, school and community. If the learning materials or equipment are broken, the company is ready to provide repairs or replacements for the sustainable development of the community/school. In addition, the plan/project aligns with the SDGs.</p> <p>The “Solar Cell Spotlight Installation” Initiatives comes with a plan to follow up and monitor the used of kitchen sinks of students. There will be regular visits in order to maintain sustainable relationships between the company, school and community. If the equipment is broken, the company is ready to provide repairs or replacements for the sustainable development of the community/school. In addition, the plan/project aligns with the SDGs.</p> <div></div> <p>SDG 17 on Partnerships: The company recognizes the importance of community, schools, children and youth, and therefore has delegated a group of employee volunteers to hold discussions asking for the cooperation of the municipality, community leaders and teachers to light up the area at nighttime to increase its safety. Volunteers from the company and community came together to share their knowledge, skills and expertise in order to achieve the objectives of the project, joining forces for the sustainable development of the school and the community.</p> |



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Disaster Relief and Disaster Victims Aid

The company prioritizes providing assistance and relief to those affected by natural disasters and other hardships, both within the local community and among our own personnel. We established the “Disaster Relief and Humanitarian Aid Project” to support individuals and employees impacted by such crises.

Activities under this project include the preparation and distribution of relief bags and essential items donated by employees, as well as providing financial assistance to victims in various areas to alleviate immediate suffering. This initiative reflects the company’s care and social responsibility while encouraging employees to engage in volunteer work and share genuine kindness with those in need.



Promotion of Quality of Life and Support for the Visually Impaired

On November 14, 2025, the company organized a massage service activity to alleviate Office Syndrome symptoms by inviting professional massage therapists from the National Service Center for the Blind to provide services on-site. The objectives of this initiative were to promote employee health and relaxation while simultaneously creating career opportunities and supporting income generation for the visually impaired. This activity reflects the company’s commitment to conducting business alongside sustainable social care.



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2025 Outstanding Establishment Award for Compliance with Disability Employment Laws

The company was honored with the “2025 Outstanding Establishment Award for Compliance with Disability Employment Laws” at the International Day of Persons with Disabilities 2025 event. This recognition is granted to organizations that demonstrate full and correct compliance with the Empowerment of Persons with Disabilities Act, B.E. 2550 (2007), regarding Section 33 or Section 35.



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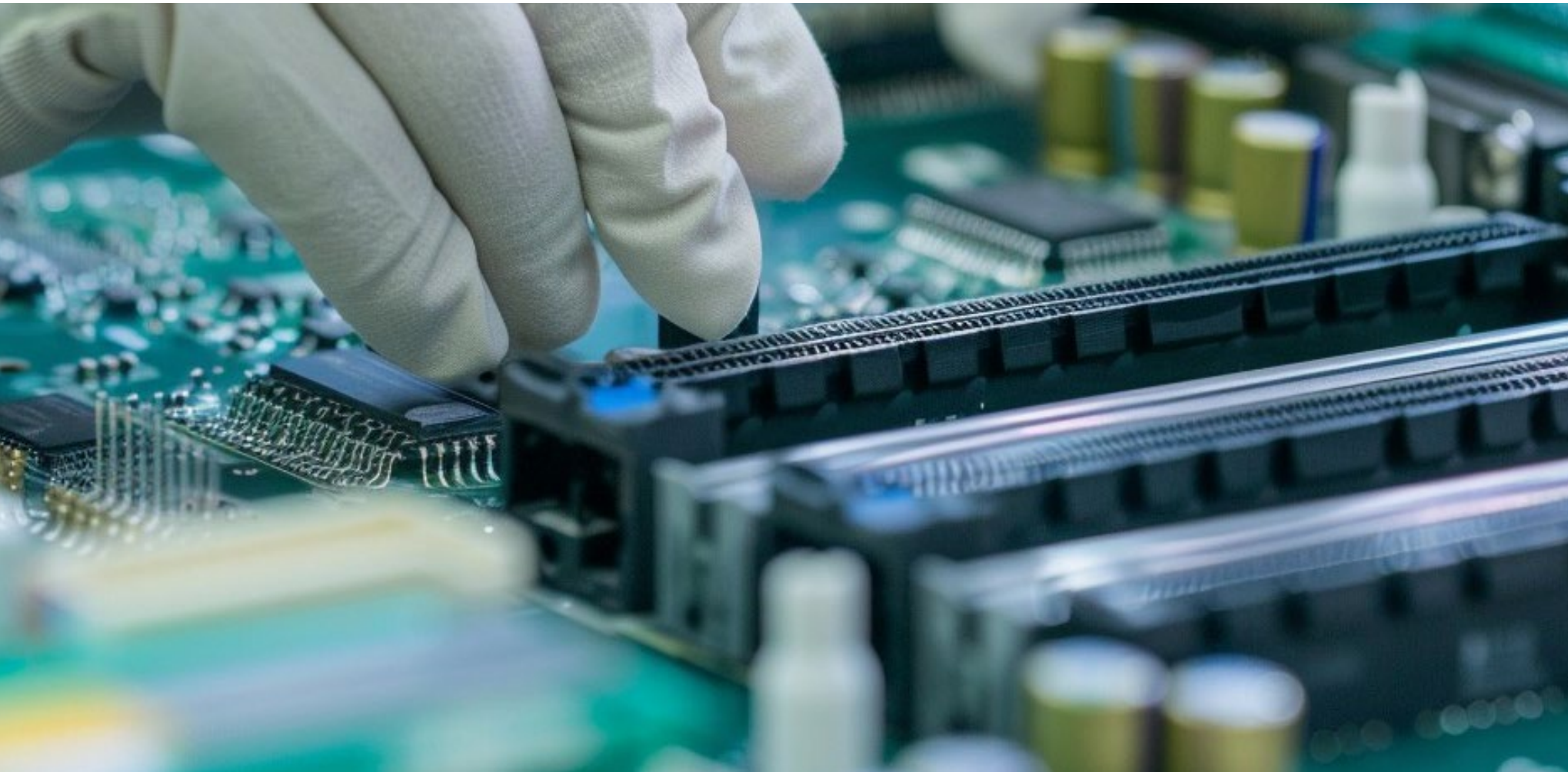
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4.1 Management Discussion and Analysis

The operation results of the company and its subsidiary for year ended 2025 reported the net loss of 60.02 million baht, detail as below.

The operating results in 2025 in comparison with 2024

| Income Statement | 2025 | | 2024 | | Increase (Decrease) | |
|---|---------------|---------|---------------|---------|---------------------|----------|
| | Thousand Baht | % | Thousand Baht | % | Thousand Baht | % |
| Sales and service income | | | | | | |
| -Sales from IC | 522,855 | 25.74% | 590,834 | 28.66% | (67,979) | -11.51% |
| -Sales from PCBA and BOXBUILD | 905,780 | 44.59% | 817,245 | 39.64% | 88,535 | 10.83% |
| -Sales from OPTICS | 602,742 | 29.67% | 653,362 | 31.69% | (50,620) | -7.75% |
| Total sales and service income | 2,031,377 | 100.00% | 2,061,442 | 100.00% | (30,065) | -1.46% |
| Other Service Income | | 0.00% | 35,383 | 1.72% | (35,383) | -100.00% |
| Cost of sales and services | 1,958,821 | 96.43% | 2,035,817 | 98.76% | (76,997) | -3.78% |
| Gross Profit (loss) | 72,556 | 3.57% | 61,008 | 2.96% | 11,548 | 18.93% |
| Selling Expenses | 26,477 | 1.30% | 37,535 | 1.82% | (11,058) | -29.46% |
| Administrative Expenses | 224,854 | 11.07% | 233,680 | 11.34% | (8,826) | -3.78% |
| Loss on derivatives | - | 0.00% | 1,833 | 0.09% | (1,833) | -100.00% |
| Operating Profit (loss) | (178,775) | -8.80% | (212,040) | -10.29% | 33,265 | -15.69% |
| Other income | | | | | | |
| Revenue from scrap sales | 14,777 | 0.73% | 11,857 | 0.58% | 2,920 | 24.63% |
| Gain (loss) on exchange | (11,066) | -0.54% | 12,252 | 0.59% | (23,318) | -190.32% |
| Gain (loss) on derivatives | 1,866 | 0.09% | - | 0.00% | 1,866 | >100.00% |
| Bad debt recovery | - | 0.00% | - | 0.00% | - | 0.00% |
| Compensation from insurance | - | 0.00% | - | 0.00% | - | 0.00% |
| Others | 110,765 | 5.45% | 16,033 | 0.78% | 94,732 | 590.86% |
| Profit (loss) before finance cost and income tax expenses | (62,433) | -3.07% | (171,899) | -8.34% | 109,465 | 63.68% |
| Finance income | 13,284 | 0.65% | 3,454 | 0.17% | 9,830 | 285.00% |
| Finance cost | 1,413 | 0.07% | 262 | 0.01% | 1,151 | 439.33% |
| Profit (loss) before income tax expenses | (50,562) | -2.49% | (168,707) | -8.18% | 118,145 | 70.03% |
| Income tax benefits (expenses) | (9,453) | -0.47% | 1,018 | 0.05% | (10,471) | >100.00% |
| Profit (loss) for the year | (60,014) | -2.95% | (167,689) | -8.13% | 107,675 | 64.21% |
| Depreciation and amortization | 194,177 | 9.56% | 210,296 | 10.20% | (16,120) | -7.67% |
| EBITDA | 145,028 | 7.14% | 41,852 | 2.03% | 103,176 | 246.53% |



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The performance results for 2025 compared with 2024, as a result from the following factors:

Sales and Service income

The Company and its subsidiaries reported revenue from sales and service of 2,031.38 million Baht, decreased 30.07 million Baht, or 1.46%, from the previous year. The revenues from PCBA and BOXBUILD divisions increased by 10.83%, despite the economic slowdown, the global chip shortage circumstance, and conflict between countries.

Cost of Sales and Gross Profit

Total cost of sales and service were 1,958.82 million Baht, decreased 76.99 million Baht, or 3.78% from the corresponding period of the previous year. The cost decreased is higher than the revenue decreased as the company controls costs in all aspects.

Gross profit of 2025 was 72.56 million Baht, increased 11.55 million Baht, or 18.93% from the same period of the previous year.

Selling and Administrative Expenses

Selling and administration expenses of 2025 were 251.33 million Baht, decreased 19.89 million Baht or 7.33% from the same period of previous year according to cost management.

Other incomes

The Company and its subsidiaries reported other incomes which occurred irregularly of 94.22 million Baht, according to the Company has sold land, buildings and equipment (Plant 1) are located in the vicinity of Plant 2. However, the sale of this factory does not affect the company's production capacity in any way. It is also the right time for interested person to contact us. After the sale of Plant 1, the Company expects that the Company may consider purchasing additional factories in the area that can be a strategic location in the future.

Financial cost

The Company and its subsidiaries reported financial costs of 1.41 million Baht, increased 1.16 million Baht, compared with the same period of the previous year. The main reason came from company has used some short-term loan.

Income tax

The Company and its subsidiaries reported tax expenses of 9.45 million Baht, compared with the corresponding period from the last year, reported tax benefits of 1.02 million baht.

Earnings before Interests, Taxes, Depreciation and Amortization (EBITDA)

The Company and its subsidiaries reported EBITDA of 2025 were 145.03 million Baht, increased 103.18 million Baht which mainly came from improving performance results and sale of Plant 1.



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Financial Position

At the end of 31 December 2025, the Company and subsidiaries reported assets, liabilities and shareholder's equity compared to 31 December 2024 as below.

| Balance Sheet | 2025 | | 2024 | | Increase (Decrease) | |
|--|---------------|---------|---------------|---------|---------------------|---------|
| | Thousand Baht | % | Thousand Baht | % | Thousand Baht | % |
| Cash and cash equivalents | 394,857 | 16.80% | 286,003 | 11.81% | 108,854 | 38.06% |
| Trade and other receivables | 372,414 | 15.84% | 426,685 | 17.63% | -54,271 | -12.72% |
| Inventories | 502,058 | 21.36% | 468,629 | 19.36% | 33,428 | 7.13% |
| Total current assets | 1,294,920 | 55.09% | 1,251,813 | 51.71% | 43,107 | 3.44% |
| Property, plant and equipment | 974,859 | 41.47% | 1,099,172 | 45.41% | -124,313 | -11.31% |
| Total non-current assets | 1,054,981 | 44.89% | 1,168,942 | 48.29% | -113,961 | -9.75% |
| Total assets | 2,349,901 | 100.00% | 2,420,755 | 100.00% | -70,854 | -2.93% |
| Bank overdrafts and short-term loans from financial institutions | 161,275 | 6.86% | 50,000 | 2.07% | 111,275 | 222.55% |
| Trade and other payables | 397,212 | 16.90% | 368,181 | 15.21% | 29,031 | 7.88% |
| Current portion of long-term loans | 1,352 | 0.06% | 1,175 | 0.05% | 177 | 15.03% |
| Total current liabilities | 569,629 | 24.24% | 525,267 | 21.70% | 44,362 | 8.45% |
| Long-term loans, net of current portion | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Lease liabilities, net of current portion | 2,955 | 0.13% | 1,021 | 0.04% | 1,933 | 189.32% |
| Total non-current liabilities | 71,222 | 3.03% | 79,744 | 3.29% | -8,522 | -10.69% |
| Total liabilities | 640,851 | 27.27% | 605,011 | 24.99% | 35,840 | 5.92% |
| Total shareholders' equity | 1,709,050 | 72.73% | 1,815,744 | 75.01% | -106,694 | -5.88% |
| Total liabilities & shareholders' equity | 2,349,901 | 100.00% | 2,420,755 | 100.00% | -70,854 | -2.93% |



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Asset

At the end of 2025, the Company and its subsidiaries reported assets of 2,349.90 million Baht, decreased 70.85 million Baht or 2.93% compared to at the year end of 2024.

The Company and its subsidiaries reported trade and other receivables of 372.41 million baht in 2025, of which 346.23 million baht were net trade receivables. Referring to the mention amount from net trade receivables, the amount of net trade receivables which age is over 12 months was 234.00 million Baht, and the Company already reserved the amount of 224.88 million Baht as allowance for doubtful. (See additional details in financial statements note 8)

In 2025, the Company and its subsidiaries reported the inventories of 502.06 million Baht, increased 33.43 million baht or 7.13% compared with the corresponding period in the previous year in order to serve the production plan which decrease in line with revenue growth. (See additional details in financial statements 2025 note 9)

Liabilities and Shareholders’ Equity

At the end of 2025, the Company reported liabilities of 640.88 million Baht, increased 35.84 million Baht or 5.92% compared to 2024 mainly from trade and other payables. Meanwhile, shareholders’ equity was 1,709.05 million Baht, decreased 106.69 million Baht or 5.88% compared with at the year end of 2024.

Sources and Uses of Fund

| Cash flow statement | 2025 | 2024 | Increase (Decrease) |
|--|------------------|------------------|------------------------|
| | Thousand Baht | Thousand Baht | Thousand Baht |
| Net cash flows from (used in) operating activities | 88,639 | 153,225 | -64,586 |
| Net cash flows from (used in) investing activities | (45,567) | 38,633 | 84,200 |
| Net cash flows from (used in) financing activities | 65,782 | (34,116) | 99,898 |
| Net increase (decrease) in cash and cash equivalents | 108,854 | 157,742 | -48,889 |
| Cash and cash equivalents at beginning of year | 286,004 | 128,261 | 157,742 |
| Cash and cash equivalents at end of year | 394,857 | 286,004 | 108,854 |

The Company and its subsidiaries reported net cash in the year 2025 of 394.86 million Baht, increased 108.85 million Baht from the year 2024.

The Company and its subsidiaries reported 2024 net cash flows from operating activities of 88.64 million Baht, decrease 64.59 million Baht according to the operation while net cash flows used to investing activities of 45.57 million Baht, increased from previous year of 84.20 million Baht. Besides, The Company and its subsidiaries reported net cash flows from financing activities of 65.78 million Baht, increased 99.89 million Baht from the last year due to borrowing of short-term debt.

Financial Ratio

| Financial Ratio | 2025 | 2024 | Unit |
|-------------------------------|--------|--------|-------|
| 1. Current Ratio | 2.27 | 2.38 | times |
| 2. Quick Ratio | 1.39 | 1.49 | times |
| 3. Number of Days Receivables | 71.79 | 62.83 | days |
| 4. Number of Days Inventory | 90.44 | 95.75 | days |
| 5. Number of Days Payables | 71.31 | 54.38 | days |
| 6. Cash cycle | 90.92 | 104.20 | days |
| 7. Gross profit margin | 3.57% | 2.96% | % |
| 8. EBITDA margin | 6.49% | 1.86% | % |
| 9. EBIT margin | -3.07% | -8.34% | % |
| 10. Net profit margin | -2.95% | -8.13% | % |
| 11. Debt-to-Equity ratio | 0.37 | 0.33 | times |
| 12. Interest Coverage ratio | N/A | N/A | times |
| 13. Return on Assets (1.1) | -2.62% | -7.15% | % |
| 14. Return on Equity (1.2) | -3.41% | -8.64% | % |
| 15. Earning per share (2) | -0.07 | -0.20 | Baht |
| 16. Book value per share | 2.02 | 2.15 | Baht |

Remark

- (1.1) Return on Assets = EBIT for the year / average total asset
(1.2) Return on Equity = Profit (loss) for the year / average total shareholders’ equity
(2) Earnings per share = Net profit (loss) attributable to equity holders of the company / number to issued and fully paid share

In 2025, the company and its subsidiaries reported current ratio of 2.27, reflected in efficiency in liquidity management.
Cash conversion cycle decreased from 104.20 days in the year 2024 to 90.92 days in 2024 due to decrease in numbers of days inventory and increase in numbers of days payables.
Gross profit margin was 3.57% in 2025, increased from 2.96% in 2024, which is a sign of recovery.
Debt to equity ratio in the year 2025 was 0.37, slightly increased from 2024 of 0.33 which represent the strong financial structure.



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4.2 Investment Policy and Capital Structure

Investment Policy

The Company has a policy of investing in subsidiary and/or associate companies that support and benefit the Company's business, are in high growth industries or are involved in areas in which the Company has skills and expertise. Of particular interest is the rate of return on investment, mainly for the benefit of the Company's shareholders.

The Company controls or supervises the investments by having directors or high-level executives represent the Company proportionately based on the number of the shares held. The Company has controlling rights over important matters conducted by the subsidiary and/or associate companies. These investments must be approved by the Company's Board of Directors and shareholders and/or in the case of connected transactions, the Audit Committee, with related rules and regulations enforced.



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5.1 General information

Reference Persons

The Stock Registrar

Thailand Securities Depository Co., Ltd
93 Stock Exchange of Thailand Building
Ratchadapisek Road, Dindaeng, Dindagen, Bangkok 10400
Tel: 0-2009-9000
Fax : 0-2009-9991
SET Contact center: 0 2009-9999
Website: <http://www.set.or.th/tsd>
E-mail: SETContactCenter@set.or.th

Investor Relations Contact

Stars Microelectronics (Thailand) Public Company Limited
Bang Pa-In Industrial Estate (I-EA-T Free Zone)
605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In
Ayutthaya 13160
Email: ir@starsmicro.com
Tel: 035-258-555 ext 301
Fax: 035-258-914

Auditor: Ms. Vilailak Laohasrisakul (Certified Public Accountant License No. 6140); and/or
Mr. Termphong Opanaphan (Certified Public Accountant License No. 4501); and/or
Ms.Manee Rattanabunnakit (Certified Public Accountant License No. 5313)

EY Office Co.,Ltd.
1875 One Bangkok Tower 3, Level 34-37
Rama 4 Road, Kwang Lumpini,
Khet Pathumwan, Bangkok 10330
Tel: 0-2264-9090
Fax: 0-2264-0789-90

5.2 Other material facts

Investors can learn more information of the Company from Annual Registration Statement (Form 56-1 one report) on www.sec.or.th or www.set.or.th or the company's website www.starsmicro.com

5.3 Legal disputes

No legal disputed in year 2025

5.4 Secondary market

The Company has not securities listed on a stock exchange of another country.

5.5 Financial institution with regular contact (only in case of debt securities offeror)

The Company has not case of debt securities offeror in year 2025



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6. Corporate Governance Policy

As a listed company in the Securities Exchange of Thailand, the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited is determined to continuously develop good corporate governance and best practices in the hope that the organization is well-accepted in this regard, thereby creating confidence in shareholders and stakeholders as well as creating added value for the total benefit of shareholders.

The Board of Director have approved the Corporate Governance Policy by accordant with the guidelines under the Corporate Governance Code (CG Code) 2017 for listed companies and

the business code of conduct specified in writing by the Company, to disclosure to the shareholder and stakeholders , employee & executive.

In year 2025, the Company has conducted an annual review the policy and Code of Conduct by strictly and continuously and organized training sessions, communication lectures and follow-up to provide knowledge to directors, executives and employees

This year 2025, have evaluated the action. The Company must develop level of CG by continuously.



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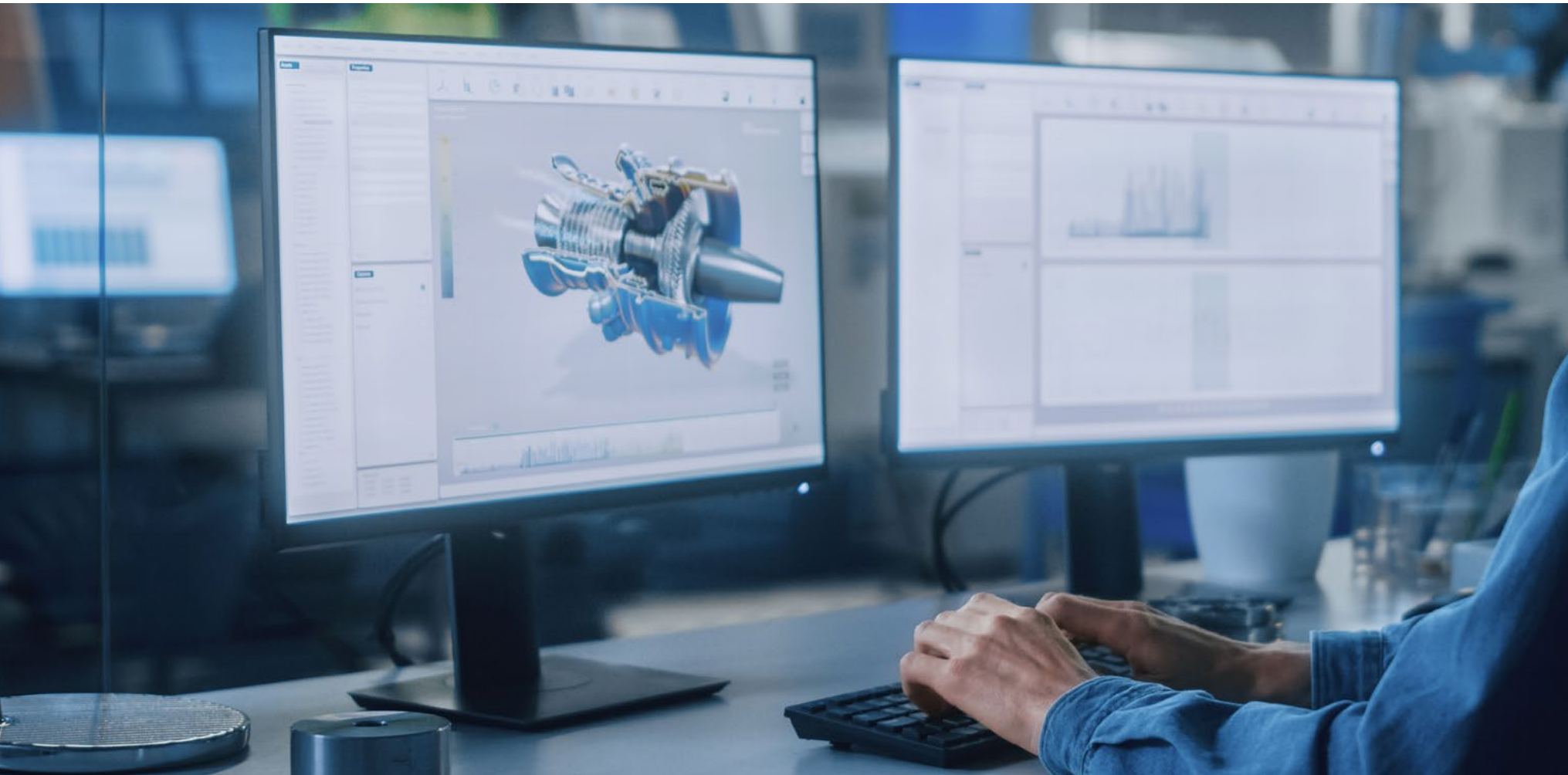
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6.1 Overview of the Policy and Guidelines

6.1.1 Policy and guidelines related to the Board of Directors

For support Policy and guidelines related to the Board of Directors under the Corporate Governance Code (CG Code). The Company have policy and Guidelines as follows,

Guidelines for Management compensation

The Nomination & Remuneration Committee considers the remuneration of directors and Chief Executive Officer, submitting the proposal to the Board of Directors for approval. Remuneration for the Board of Directors requires approval of the shareholders at a shareholders' meeting. The company's guidelines regarding management compensation are lay down as follows:

1. Guidelines for Director

The company determines appropriate remuneration to attract and retain directors with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance,
- responsibilities assigned to directors, and
- average remuneration rate of businesses in the same industry.

Directors' remuneration consists of an annual retainer fee and meeting attendance fee.

2. Guidelines for high level executives

The Executive Committee will consider remuneration of high level executives including those in Chief positions, senior directors and directors of various departments to maintain pay at an appropriate level in order to attract and retain executives with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance
- the Key Performance Indicators -KPI when considering an increase in remuneration or annual salary raise
- average remuneration rate in the industry

In addition, the company may also seek consultation from experts in Human Resources Management at the company's expense.

Qualifications of Board of Directors

1. Possess the qualifications required by law (Public Company Act and Securities and Stock Exchange Act)
2. Be knowledgeable, capable, and experienced in matters beneficial to business operations, and be forthright and possess ethics in business operations
3. Have reliable discretion independent from management and any other interest groups
4. Be able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of the Executive Committee

1. Have vision, initiative and integrity
2. Be knowledgeable, capable, and experienced in matters beneficial to the business operations, and be forthright and possess ethics in business operations
3. Able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of Audit Committee

1. The Audit Committee comprises at least three independent directors.
2. The Audit Committee is appointed by the Board or the shareholders
3. The Audit Committee members must not be persons assigned by the Board to make decisions regarding the company, its parent company, subsidiaries, associate companies, affiliates or corporate bodies that might have conflicts.
4. The Audit Committee members must have adequate knowledge and experience to fulfill duties as Audit Committee members; it is noted that there must be at least

one Audit Committee member who is knowledgeable and experienced enough to review the reliability of the financial statements.

Qualifications of Nomination & Remuneration Committee

1. The Nomination & Remuneration Committee must consist mainly of independent directors.
2. The Nomination & Remuneration Committee members must be knowledgeable, capable, and experienced as well as understand the qualities, duties, and responsibilities as a committee member considering remuneration.
3. The Nomination & Remuneration Committee members must be able to devote adequate time to fulfill the Nomination & Remuneration Committee's duties.

Qualifications of Independent Directors

Independent Directors carry out duties assigned by the Board of Directors independently from major shareholders and the company's management and meet all the qualification requirements stipulated by the Office of the Securities and Exchange Commission (SEC). Independent directors shall form at least one-third of the total number of the directors but must be no less than three. Each director must have the following qualifications:

1. Must not hold shares in excess of 1% of the total voting shares of the Company, its parent company, subsidiaries, associate companies or corporate bodies that may have conflicts of interest. This also covers shareholding of persons associated with independent directors.
2. Must not be a board member, employee, staff, consultant earning regular salary or person with controlling interest, or a person with the authority to make decisions within the company, its subsidiaries, associate companies or corporate bodies that may have conflicts of interest, unless having been relieved of such conditions for no less

than two years prior to the appointment.

3. Must not be a person who is related through kinship or legitimate registration as a father, mother, spouse, sibling, child or spouse of a child of a management executive or major shareholder, a person with controlling interest or person to be nominated as an executive or person with controlling interest of the Company or its subsidiaries.
4. Must not have a business relationship with a company, parent company, subsidiaries, associate companies or corporate bodies with possible conflicts that might impair independent judgment. Independent directors must not be major shareholders or persons with controlling interests under those with a business relationship with the company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts unless having been relieved of such conditions for no less than two years prior to the appointment. Business relationship in the above paragraph includes any trading transactions in the ordinary course of business, granting and taking a lease of real property, any transaction relating to assets or services, the grant or acceptance of financial assistance worth from three percent of the net tangible assets or from 20 million baht over above, whichever is lower. Debts incurred during the year before the business relationship with the same person are also counted.
5. Must not be auditor of a company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to control nor a partner of an audit firm that audits a company, its subsidiaries, associate companies or corporate bodies that might have conflicts unless having been relieved of such conditions for no less than two years prior to the appointment.
6. Must not be a person who provides any professional services, including legal counseling or financial consulting services, receives annual service fees over two million baht from the company, subsidiaries,

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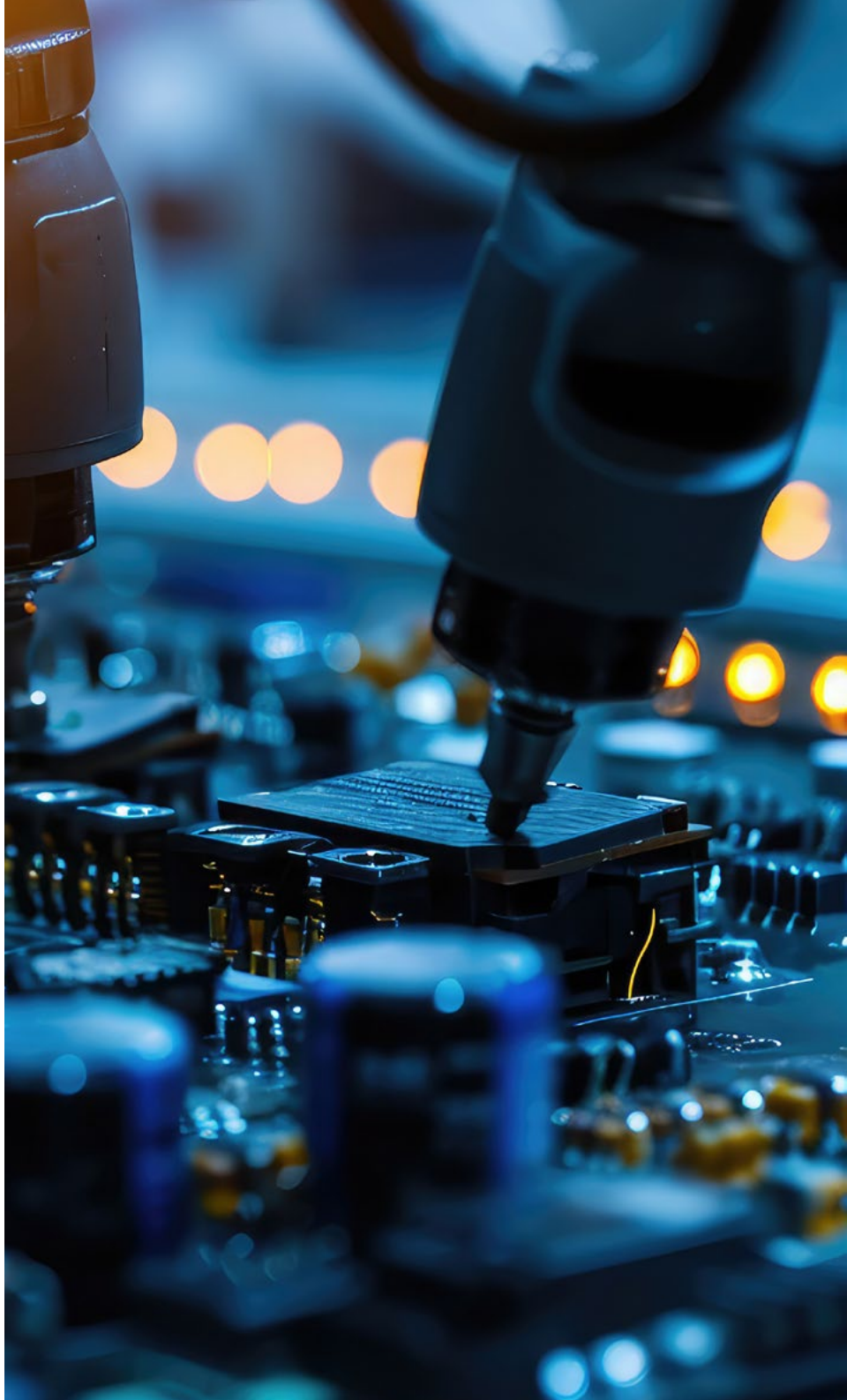
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associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to make decisions or a partner of an entity providing such professional services unless having been relieved of such conditions for no less than two years prior to the appointment.

- 7. Must not be a board member who is appointed to be a representative board member of the company, major shareholder, or shareholder who is associated with a major shareholder.
- 8. Must not have any other attributes that may prevent him/her from freely expressing opinions about the Company's operations.

Company's Secretary

Appointed by the Board of Directors on 7 August 2009, the company's secretary has the major duties of organizing the Board of Directors' meetings and shareholders' meetings, ensuring that they run smoothly and according to the law. The secretary also prepares meeting reports, collects them and keeps the records for easy retrieval, prepares and sends letters of invitation to the meetings along with annual reports to shareholders and supervisory agencies as well as disseminates the information via the company's website. The secretary ensures that the company, its subsidiaries, directors and executives operate in accordance with the rules and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC). The secretary coordinates with said agencies, reporting information regarding the company's

directors and executives to the SET and SEC. In addition, the secretary provides recommendations and consultancy to new directors regarding assuming their positions. The secretary takes care of shareholders relations, acting as the liaison between shareholders and the Board of Directors and executives. The secretary also promotes knowledge and understanding regarding corporate governance providing related information and encouraging Board adherence. Additionally, the secretary ensures that there be a performance review conducted according to stated principles, and provides information and suggestions to directors and executives in preparing various reports as required by law and regulations for public disclosure to ensure transparency. This is information such as acknowledgement of duties regarding securities holding reports and supervision of the company's operations so that they comply with the rules and regulations of the company, the Stock Exchange of Thailand and related compliance units.

Internal Auditor

The Internal Auditor of the Company reports direct to The Audit Committee. They have Independence to comment and perform in accordance with Internal Audit standard by audit, evaluate risk, assess adequacy of Internal Control for the efficiency of audit and achieve the audit plan objective.

6.1.2 Policy and guidelines related to shareholders and stakeholders

In 2025, the company followed corporate good governance practices related to shareholders and stakeholders as follows:

1. Rights of Shareholders and Shareholders Meeting

The company has a policy of encouraging all shareholders to attend the company's annual shareholder meeting. The Company has carried out various matters to promote and facilitate the exercise of rights of all groups of shareholders. Including institutional investors in shareholder meetings as follows:

- Set the date, time and place of the shareholder meeting. Taking into account the convenience of shareholders Mass transit system accessible ready to arrange personnel to advise on registration procedures, vote counting and results, and voting technology. So that the meeting can be carried out quickly accurate, transparent, and verifiable
- Deliver Invitation Letter and meeting documents, which specifies the objectives, reason, and opinions of the committee in every agenda. To give shareholders and opportunity to study the information completely before the shareholder meeting date according to the period specified by law. Both Thai and English versions are available on the company's website
- The Company has set meeting times so that shareholders have equal opportunities and rights to inspect the Company's operations, ask questions, and express opinions and suggestions fully. The Company has a channel for shareholders to send questions they would like answered at the meeting in advance via email to the Company's investor relations. or by the company's fax.

In 2025, the Board of Directors has considered It was resolved to hold the 2025 Annual General Meeting of Shareholders in a physical Meeting as follows:

The Company's 2025 Annual General Meeting was held on Thursday, 24 April 2025 at 14.00 p.m. (within four months from the company's fiscal year end). Record date shareholders were determined and the list of shareholders was settled on according to Section 225 of the Securities and Exchange Act, B.E. 2535.

The Company designated Thailand Securities Depository Co., Ltd., its registrar, to send an invitation letter both in Thai and English for the shareholders' meeting, along with the annual report in CD-ROM format to shareholders 14 days in advance of the meeting date. The meeting date was also publicized in newspapers for three consecutive days, no less than three days before the meeting date.

This was to ensure that shareholders had enough time to consider the meeting information. The invitation letter specified in detail the meeting agenda and whether each item on the agenda was for acknowledgment, approval, or consideration. It also contained directors' opinions for each item and the adequate and complete meeting documents required.

Shareholders were also requested to provide necessary documents or evidence to identify themselves in order to exercise their right to attend the meeting.

Shareholders were entitled to attend the shareholders' meeting and to vote by proxy by attaching a letter of authorization form (as stipulated by the Department of Business and Trade Development, the Ministry of Commerce). The company allowed the meeting registration no less than one hour before the meeting's scheduled time using a barcode system. Ballots for each agenda item were printed for shareholders. Those arriving at the meeting after it had started could also vote on agenda items for which a resolution had not yet been passed.

In the 2025 shareholders' annual general meeting, 7 out of 7 of the company's directors attended the meeting (Accounted for 100%). Also present were the company's executives and those involved in particular agenda items such as the company's senior director of finance and accounting, auditors, financial advisors, and independent legal advisors. They provided opinions and answered shareholders' questions at the meeting. Representatives of Thailand Securities Depository Co., Ltd. examined the shareholders' registration and counted the votes with the company's independent legal advisors. The meeting was run according to the agendas without adding any agendas.



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The company provided details regarding quorum, the number of meeting participants both in person and by proxy, voting procedures and the vote-counting methods as follows:

(1) Shareholders are entitled to one vote per share held. Each shareholder thus has as many votes as the number of the shares held or represented by proxy.

(2) Shareholders having a conflict of interest regarding a particular agenda item are not entitled to cast a vote on that item.

(3) The person conducting the meeting shall ask in regard to every agenda item if there is any person who wants to vote against the item or abstain from voting. If so, the person is advised to express his wish in the vote ballot. Other than that, it is considered that the agenda item gets a vote of approval. The company then deducts the number of votes against and the abstained votes from the total number of votes of the meeting attendees to get the final voting results for that particular agenda item.

(4) In accordance with the Securities Exchange of Thailand's corporate good governance policy, in considering the agenda item regarding the selection of directors to replace those who have completed their term, and company has proposed that shareholders vote individually. This is to allow shareholders have right to select to be true. Shareholders are required to vote in the ballot no matter whether they wish to vote for, against or abstain.

The company takes minutes detailing completely and accurately the meeting agenda, meeting content, voting results for each agenda item, shareholders meeting's resolutions, issues raised, opinions, and directors and executives' clarifications. The report of the shareholders' meeting are completed within seven days of the shareholders' meeting and kept properly for shareholders' review and investigation.

In addition to the rights to vote at the meeting of shareholders, The shareholders still are entitled fundamental rights more, including a share of the earnings/Dividends are equally, the rights to be treated equally in the purchase of shares by the company etc, which are fundamental rights scheduled to law already.

2. Equitable Treatment of Shareholders

The Board of Directors places importance on shareholders' rights and equitable treatment of shareholders no matter whether they are small, large or foreign shareholders. This is reflected in the practices below.

(1) The company always conducts the shareholders' meeting according to the agenda detailed in the invitation letter. No item shall be added without advance notice unless it is totally necessary. This is especially true in cases regarding important agenda items where shareholders need time to study the information before making decisions.

(2) At least one independent director is nominated as a proxy alternative for shareholders. Shareholders are also informed of the interests each director has in a particular agenda item, for example, the appointment of directors to replace those who have completed their term.

(3) Shareholders are encouraged to use a ballot for each agenda item. Separate ballots are provided for separate agenda items for shareholders to cast accordingly.

(4) The chairperson of the meeting allocates time for shareholders to express their opinions. In the 2025 meeting, the company gave shareholders the opportunity to express their views and ask questions regarding the company. Questions could be posed in advance via email to ir@starsmicro.com or by fax no. 035-258-914. Details were also available at the Investor Relations, Tel. No. 035-258-555 ext. 301. However, in 2025, no shareholders made any contact to ask questions or express their views.

(5) The Board of Directors ensures that the company abides by the law, rules and regulations, announcements, and orders of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC), including regarding those items pertaining to disclosure of information about connected transactions, and acquisition or disposition of the company's subsidiaries' major assets. The company shall also abide by the accounting standards set by the Federation of Accounting Professions.

(6) The Board of Directors monitors related transactions. In cases where the company's or its subsidiaries' related transactions involve those who

might have current or future interests or conflicts of interests outside normal business conditions, the company shall disclose such related transactions in the notes to financial statements reviewed by the company's auditors.

(7) Regulations require that directors and executives disclose information regarding their personal interest in any transaction that might impact the company via the interests reporting form. The company's secretary shall receive the interest information disclosure form and then submit it to the Chairman of the Board and the Chairman of the Audit Committee. In 2025, the company had each of its directors and executives disclose their interests and it was found that there were no actions taken that violated the regulations regarding connected transactions.

(8) The company sets policies for company directors and executives have a duty to report the buying and selling of shares/holding of the company's securities. When assuming the position and report changes in securities holdings to the company secretary at least 1 day in advance before making the transaction to report to the Company's Board of Directors for acknowledgment. and submit a report to the SEC Office within 3 business days from the date the securities are bought, sold, transferred, or received transfer through electronic media channels as specified by the SEC Office for the Company's Secretary to report further to the Board of Directors meeting. and disclose information in the annual information statement.

3. Rights of Stakeholders

The company recognizes the rights of each group of stakeholders as described below.

Shareholders : The company has a policy to treats all shareholders equally and fairly and does not take any actions that may violate or reduce the rights of shareholders.

Employees : The company treats all employees equally and fairly with appropriate compensation.

Trading partners and creditors : The company has a policy to treats trading partners and creditors fairly according to trade conditions and/or joint agreements. If there is the case that is not in line with the agreed conditions, the company will inform the creditor in advance to resolve the situation together.

Customers : The company provides quality service and responds to customers' needs while also considering safety by setting the criteria to select the customers and consider the credit limit of the old and new customers who must have a good financial status and good payment record.

Competitors : The company has a policy to plays by the rules of competition and avoids dishonest means to gain advantage over competitors.

Society and environment : The company has a policy to always supports the useful activities and supports the quality of society and environment in general. In recognizing the stakeholders' rights, the company follows the related rules and regulations. The company set the policy of social responsibility to ensure that the company's business operations realize the social and environmental factors needed for sustainable development.

The company will act in line with the related laws, rules and regulations to justly protect the right of the stakeholders. The Board of Directors have the channels for receiving complaints from all of the stakeholders which can cause problems with the Board of Directors.

Contact the Board , Independent Director pass the Company's Secretary

e-mail: yunyong-s@starsmicro.com
Fax: 035-258-914

Or by closed letter to Company's Secretary

Address: Stars Microelectronics (Thailand) Company Limited. 605-606 Bang Pa-In Industrial, Moo 2, Tambol Klongjig, Amphur Bang Pa-In, Ayutthaya 13160.

As for 2025 performance, the company arranged investor and analyst.

- Analyst Meeting
- Press Conference

Moreover, it always arranged company visits for those interested the shareholders who participated in the meet. Also have the opportunity to exchange ideas with each other

In 2025, the company followed the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) regarding information disclosure completely and on time.



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6.2 Business code of conduct

The company have disclosure Business code of conduct to the employee and Executive Director for known and strictly follow include the orientation new employee. For the company can success the vision, objectives, goals or strategy which leads to creation of values in the organization, by continue and sustainable.

Year 2025, shareholders, investors and interested persons can read the detail in Attachment 5 in 56-1 one report and website of the company.

6.3 Major changes and developments regarding policy, guidelines and corporate governance system in the preceding year

Implementation of the Principles of Good Corporate Governance for Listed Companies for the year 2025

6.3.1 Majors changes and developments related to the review on the policy, guidelines and Corporate Governance Policy

The company has reviewed the Corporate Governance Policy, based on the Principles of Good Corporate Governance for Listed Companies of the Stock Exchange of Thailand, and the Corporate Governance Code for Listed Companies 2017 of the Office of Securities and Exchange Commission. The company has adopted those principles for implementation and has proposed to the meeting of the Board of Directors No. 1/2026 on 26 February 2026 for acknowledgement. The Board of Directors has considered and reviewed the Corporate Governance Code by means that are suitable to the company's business. The company is in the process of reviewing and updating the principles of Good Corporate Governance to cover and keep up with rapid development of Good Corporate Governance and to raise the standard and practice.

6.3.2 Implementing the CG Code for listed companies in any matter

In year 2025, the company have review the Authorities of Board of Director, Authorities of the Audit Committee, Authorities of Executive Committee, Charter of Nomination & Remuneration Committee, Charter of Risk Committee and find that suitable and accordant with CG Code. However, the company have plans to develop and revise CG Policy of the company, for sure that will excellent in the CG and change & develop to cover and keep up with rapid development of Good Corporate Governance and to raise the standard and practice of good corporate governance.

In year 2025, the Company's Board of Directors has approved the establishment of a new Sustainable Development Committee was established at the Board of Directors' Meeting No.5/2025 on 7 August 2025 to have the authority and duties to cover the environment, society and corporate governance (ESG) and to create long-term sustainability for the company. This committee performs its duties in accordance with the Sustainable Development Committee Charter.

6.3.3 Other matters in accordance with the corporate governance principles in preparation for assessments Corporate Governance

In year 2025, the company have disclosure the practice follow the Corporate Governance by get receive evaluation the AGM Meeting from Thai Investors Association and The Institute of Directors in the CGR 2025 and receive in "Very Good" CG scoring. The Company is the Listed Company so the company has continued to implement action plans that reinforce its compliance with the good corporate governance.

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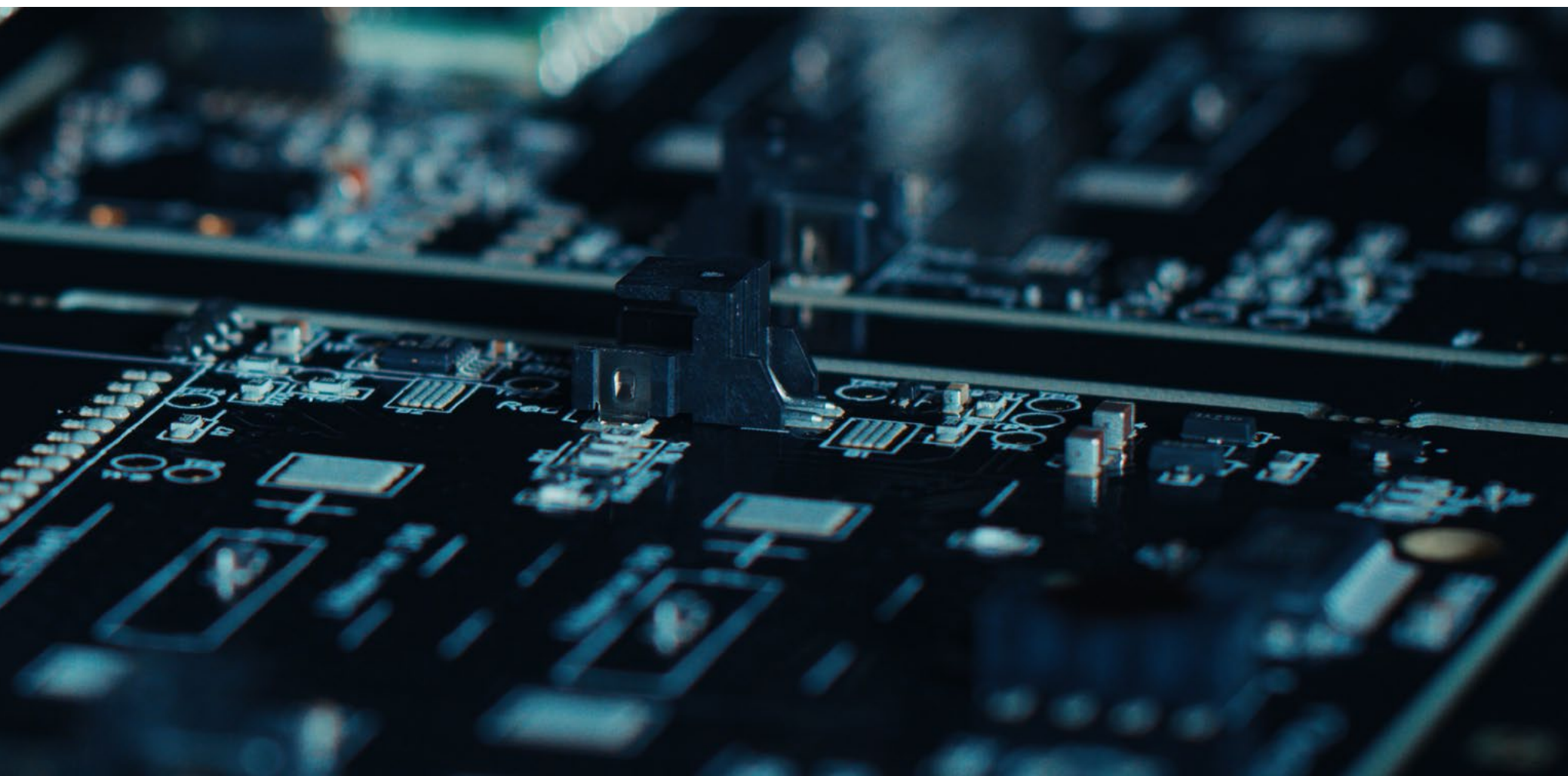
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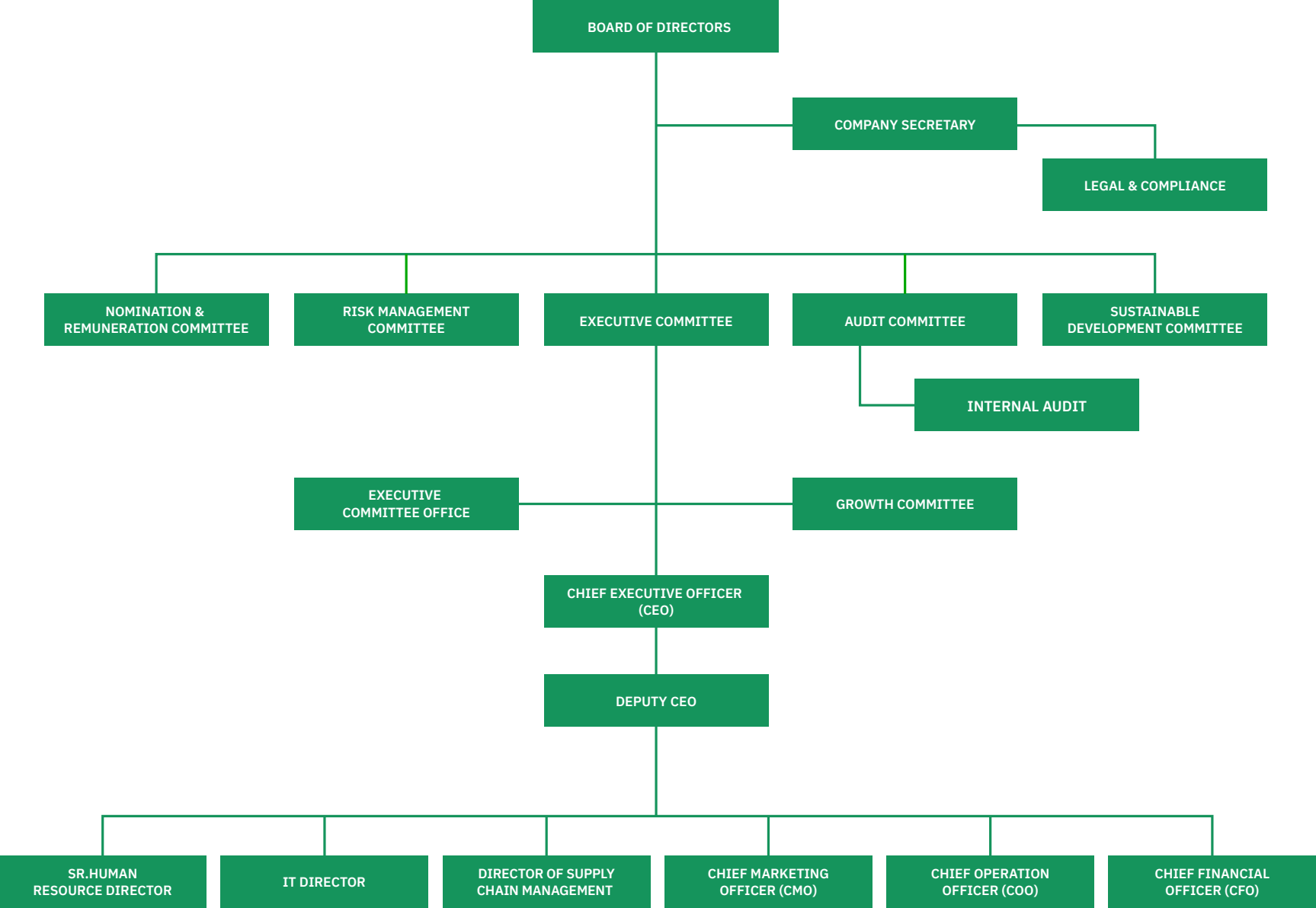
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7.1 Corporate Governance Structure



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7.2 Information on the Board of Directors

7.2.1 The composition of the Board of Directors

Board of Directors

At present, the company's Board of Directors comprises 7 members 3 of whom are executives, 3 independent directors, and 1 non-executives.

The company has no directors who are the director of more than 5 companies. The company has no policy to allow it's executive directors to be the company directors of other companies more than 2 companies exclusive of the company's subsidiary companies, which the company has to control and monitor to protect the company's interests. The company has more than one non-executive director who has experience about the company's business

Qualifications of Board of Directors

1. Possess the qualifications required by law (Public Company Act and Securities and Stock Exchange Act)
2. Be knowledgeable, capable, and experienced in matters beneficial to business operations, and be forthright and possess ethics in business operations
3. Have reliable discretion independent from management and any other interest groups
4. Be able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of Independent Directors

Independent directors carry out duties assigned by the Board of Directors independently from major shareholders and the company's management and meet all the qualification requirements stipulated by the Office of the Securities and Exchange Commission (SEC). Independent directors shall form at least one-third of the total number of the directors but must be no less than three. Each director must have the following qualifications:

1. Must not hold shares in excess of 1% of the total voting shares of the Company, its parent company, subsidiaries, associate companies or corporate bodies that may have conflicts of interest. This also covers shareholding of persons associated with independent directors.
2. Must not be a board member, employee, staff, consultant earning regular salary or person with controlling interest, or a person with the authority to make decisions within the company, its subsidiaries, associate companies or corporate bodies that may have conflicts of interest, unless having been relieved of such conditions for no less than two years prior to the appointment.
3. Must not be a person who is related through kinship or legitimate registration as a father, mother, spouse, sibling, child or spouse of a child of a management executive or major shareholder, a person with controlling interest or person to be nominated as an executive or person with controlling interest of the Company or its subsidiaries.
4. Must not have a business relationship with a company, parent company, subsidiaries, associate companies or corporate bodies with possible conflicts that might impair independent judgment. Independent directors must not be major shareholders or persons with controlling interests under those with a business relationship with the company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts unless having been relieved of such conditions for no less than two years prior to the appointment. Business relationship in the above paragraph includes any trading transactions in the ordinary course of business, granting and taking a lease of real property, any transaction relating to assets or services, the grant or acceptance of financial assistance worth from three percent of the net tangible assets or from 20 million baht over above, whichever is lower. Debts incurred during the year before the business relationship with the same person are also counted.
5. Must not be auditor of a company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to control nor a partner of an audit firm that audits a company, its subsidiaries, associate companies or corporate bodies that might have conflicts unless having been relieved of such conditions for no less than two years prior to the appointment.
6. Must not be a person who provides any professional services, including legal counseling or financial consulting services, receives annual service fees over two million baht from the company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to make decisions or a partner of an entity providing such professional services unless having been relieved of such conditions for no less than two years prior to the appointment.
7. Must not be a board member who is appointed to be a representative board member of the company, major shareholder, or shareholder who is associated with a major shareholder.
8. Must not have any other attributes that may prevent him/her from freely expressing opinions about the Company's operations.

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7.2.2 The information on each director and controlling person

| Name of director | | Position |
|------------------|---|--|
| 1 | Associate professor Dr. Preecha Jarungidanan | Acting Chairman and Independent Director, Chairman the Audit Committee and Chairman of Nomination & Remuneration Committee |
| 2 | Mr. Prompong Chaikul | Vice Chairman, Chairman of Executive Committee , Chairman of Growth Committee and Risk Management Committee Member |
| 3 | Associate professor Dr. Aekkachai Nittayagasetwat | Independent Director,Audit Committee Member and Nomination & Remuneration Committee Member |
| 4 | Professor Dr. Kamphol Panyagometh | Independent Director, Audit Committee Member and Chairman of Risk Management Committee |
| 5 | Asst.Prof.Dr.Jitkasame Ngarmnil | Director |
| 6 | Mr. Yunyong Sawasdi | Director ,Executive Director, Nomination & Remuneration Committee Member, Risk Management Committee Member & Company's Secretary |
| 7 | Mr. Nattapong Chaikul | Director and Executive Director |

The seven members of the Board of Directors have no forbidden qualification as follows:

1. Never dishonestly committed an offence against property.
2. Never entered into any transaction which may cause conflict of interest against Stars Microelectronics (Thailand) Public Company Limited during the year

Notes:

• Independent directors that meet all the requirements specified in the Company's list of qualifications of an independent director are number 1, 3 and 4

7.2.3 Information related to the roles and duties of the Board of Directors

Scope of Authorities and Duties of the Board of Directors

1. Manage and operate the company's business according to law, company objectives, rules and regulations, as well as shareholders' meeting resolutions with honesty and in keeping with the company's interests.
2. Assume the authority to appoint a specified number of directors, the company's, executives, any person and/or outside persons as the company's Executive Committee to carry out one or more duties as assigned by the Board of Directors. It also has the authority to appoint committees such as the Nomination Committee, the Remuneration Committee as deemed appropriate. It also has the authority to appoint the authorized person to act on behalf of the Board of Directors under its control. It has the authority to terminate, cancel, set the terms of office, correct and

- change the authority as deemed appropriate. Besides, it has the authority to hire, appoint, transfer, remove, terminate, set the terms of office, fix the salary and fringe benefits for the person in the position of the Chief Executive Officer (CEO) as deemed appropriate or proposed by the Executive Committee or the Nomination Committee.
3. Approve and set goals, policies, annual operational plans and annual budgets for the company as well as control and supervise the administration and the management of executives and any other persons assigned to carry out duties to ensure that it achieves the goals set and is in accordance with the goals, policies and plans set by the Board of Directors.
 4. Consider, review, investigate and approve the company's policies, directions, strategies, and business operation plans of large investment projects proposed by the Board.
 5. Maintain operations to ensure that they are in accordance with operational plans and budgets.

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- 6. Consider the approval of investments in business expansion and joint ventures with other operators, companies, or businesses.
- 7. Set policy for control and supervision of the management of subsidiaries and/or affiliated companies.
- 8. Assume the authority to consider items for submission to shareholders for approval regarding the termination of use and the disposal or the sale and leaseback of assets according to the pertaining regulations in cases where the accounting net value exceeds 30 million baht.
- 9. Consider and approve other important operations regarding the company or those deemed appropriate for the company's benefit.

The authority described above excludes the following matters which require prior permission obtained at the shareholders' meeting. These matters include:

- (a) any matter mandated by law to require shareholders' meeting resolutions, and
- (b) any matter in which directors have interests and which by law requires approval obtained at the shareholders' meeting such as those regarding connected transactions and acquisition or disposition of the company's major assets according to relevant laws.

The following matters must be approved by a majority of votes of Board meeting attendees and no less than three quarters of the total number of possible votes at the shareholders' meeting:

- (a) the sale or transfer of major parts of the company's business or the entire business
- (b) the purchase or acceptance of the transfer of another company's business or private company
- (c) the making, amending, or terminating of agreements regarding the leasing of major parts of the company's business or the entire business and the assignment of other parties to manage the company's business or consolidation with other businesses with the objective to share profit and loss
- (d) the amendments of the MOA (memorandum of association) or regulations thereof
- (e) the increasing or reducing of capital and issuing of debenture bonds

(f) mergers and closures

(g) other actions stipulated by the laws, rules and regulations of the Securities

Exchange of Thailand to gain approval of the Board and the shareholders' meeting with the votes as stated above.

It is noted that any Board member with interests or conflicts of interests with the company and/or its subsidiaries is not allowed to vote in that particular matter.

Board of Directors' meetings

The company has already set the dates for the Board of Directors' meeting and the Audit Committee's meetings for 2026 and has already informed all related directors.

The company plans to hold Board of Directors' meetings 6 times a year. The company secretary will send the invitation letters with agendas 7 days in advance in order for all directors to become familiar with the meetings in advance.

In 2025, the company held 6 times of Board of Directors' meetings. (Its policy is to hold a meeting once every three months.) Almost all directors attended each meeting. In organizing such meetings, the company's secretary sends a meeting invitation to directors no less than seven days prior to the meeting date, except in cases of urgency to maintain the company's rights or benefits. In urgent cases, invitations shall be extended by phone or mail to set an earlier meeting date. The secretary also takes minutes and keeps the meeting reports as approved by the Board of Directors.

Roles and Responsibilities of the Chairman of the Board of Directors:

- 1. The Chairman of the Board of Directors (should be an independent director) and has separate powers and duties from the Chief Executive Officer.
- 2. Supervise, monitor, and ensure the performance of the Company's Board of Directors to be effective and achieve the Company's main objectives and goals.
- 3. Ensure that all members of the Company's Board of Directors participate in promoting

an organizational culture of ethics and good governance.

- 4. Set the agenda for Board meetings in consultation with the Chief Executive Officer and the Company's Secretary and ensure that important issues are included in the meeting agenda.
- 5. Allocate sufficient time for management to propose important issues and for the Board of Directors to discuss these issues comprehensively and promotes the Board to have thorough decision-making and free opinions.
- 6. Foster good relationships between management directors and non-management directors, as well as between the Company's Board of Directors and management.

In addition to the Board of Directors, the company has set up 6 sub-committees to help manage operations, screen matters, and make decisions according to corporate good governance practices.

- The Executive Committee
- The Audit Committee
- The Nomination & Remuneration Committee
- The Risk Management Committee
- The Sustainable Development Committee
- The Growth Committee

This is in order to perform duties independently, transparently, setting the direction and operating the company's business. Most effective Board of Directors will be the person who considers setting the goals of the company and define roles and assign authority and duties to sub-committees. The details of the structure of the 6 sub-committees are as follows:



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7.3 Information on subcommittees

The Executive Committee

Qualifications of the Executive committee

- 1. Have vision, initiative and integrity
- 2. Be knowledgeable, capable, and experienced in matters beneficial to the business operations, and be forthright and possess ethics in business operations
- 3. Able to devote adequate time to the company and pay attention to fulfilling responsibilities

Executive Committee comprises 8 Directors

| Name of Director | | Position |
|------------------|--------------------------------|---|
| 1 | Mr. Prompong Chaikul | Chairman of the Executive Director |
| 2 | Dr. Nunticha Chaikul | Vice Chairman of the Executive Director |
| 3 | Mr. Nattapong Chaikul | Executive Director |
| 4 | Mr. Yunyong Sawasdi | Executive Director |
| 5 | Dr. Surasit Chungpaiboonpatana | Executive Director |
| 6 | Mr. Naris Chandang | Executive Director |
| 7 | Mr. Chaiyot Thaveeratitham | Executive Director |
| 8 | Dr. Nut Sritirawisarn | Executive Director |

Role and Authority of Executive Directors

1. Component and Appointment

- 1. The Board of Directors appoints the Executive Committee.
- 2. The persons to be appointed can be selected from members of the Board of Directors, members of the top management of the company and/or outside persons. Those persons must be capable and knowledgeable. They must have enough time to dedicate their knowledge and ability to the company.
- 3. Have qualifications which are not against the Public Limited Company Act and other related law.
- 4. The Executive Director can not be a partner or a director of other companies which operate the same business and compete with the company either for own interests or other people's interests except that the Executive Director has informed the Board of Directors before being appointed.

2. Terms of office of Executive Director

- 1. The Executive Director has the terms of office for 2 years from the appointment date. The Board of Directors can change or adjust the terms of office of the Executive Director. The Executive Director who vacates the office can be reappointed. The Board of Directors appoints the Executive Directors to fill the vacancy.
- 2. Resignation

3. Duties and Responsibilities

- 1. Assign administration and management to set policies, goals, annual operational plans and annual budget as well as establish business strategies for submission to the Board of Directors for approval
- 2. Control and ensure that the company's business operations are in the company's rules and regulations, as well as policies, goals, annual operational plans, annual budget, and business strategies approved at the Board of Directors
- 3. Evaluate the company's and various department's general performance on a quarterly basis
- 4. Coordinate with the Board of Directors in setting directions and guidelines in deciding on the Mission for administration and management. The committee establishes long term plans and business goals that are in line with policies, annual operational plans and annual budget approved by the Board for further execution by the administration and the management
- 5. Control, review, and monitor administration and management's operations follow according to policies set by the Board of Directors
- 6. Issue orders, regulations, announcements, and stipulations to ensure that the company's operations are in accordance with its policies, for the benefit of the company and to maintain discipline within the organization

- 7. Consider, approve or authorize to hire, appoint, transfer, remove, discharge or terminate, fix the salary for the top management of the company from the level of Chief Executive Officer to department directors. The Chairman of Executive Committee has the authority to take action.

For the CEO position, in case of hiring, appointing, transferring, removing, terminating and fixing the salary, the Chairman of the Executive Committee has authority to submit to the Board of Directors ' Meeting to consider and approve.
- 8. Consider and approve the salary structure and other fringe benefits of the management and employees of the company and submit to the Remuneration Committee to submit further to the Board of Directors for approval.
- 9. Consider and approve the change and improvement of management structure, rules and regulations and working procedure of each department and submit to the Board of Directors to approve.
- 10. Review balance sheets, profit and loss statements, cash flow projections, and investment plans and then submit them to the Audit Committee for consideration and approval for submission at the shareholders' meeting (if necessary) for approval
- 11. Make recommendations and provide consultancy for the Board for decision making regarding the company's business
- 12. Assign administration and management to prepare reports regarding the company's performance, financial statements, investment budget, and address major problems or risk management issues for submission to the Board of Directors for acknowledgement and/or approval
- 13. Determine marketing and sales strategies that are in line with annual operational plans and the annual budget
- 14. Consider tendering bids or participating in bid tenders under 100 million baht



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15. Approve the purchase of machinery budget for transactions under 30 million baht (both single transactions or a series of transactions) totaling no more than 100 million baht or equivalent except approved by the Board and/or stated in annual operational plans or the annual
16. Have the authority to approve the purchase of raw materials valued at no more than 30 million baht per transaction
17. Have the authority to terminate the use, disposal, sale or lease back of assets according to the pertaining regulations and guidelines in cases where the net accounting value is over one million baht but no more than 30 million baht
18. Consider the lending, borrowing, or securing of capital, requests for, granting, or guaranteeing of credit, and investments in instruments guaranteed by the Ministry of Finance, commercial banks or any other appropriate instruments for submission to the Board of Directors for approval
19. Submit matters that the Board considers important and require Board approval to the Board for consideration
20. Perform other duties assigned by the Board with the necessary authority to perform the duties

4. Executive Committee Meeting

- (a) The Executive Committee must hold a meeting at least once a month. The Executive Directors must attend the meeting regularly.
- (b) To form a quorum in an Executive Committee Meeting to carry out any procedure described above, no less than half of the total number of directors must attend the meeting.
- (c) A director is entitled to one vote in the Executive Committee meeting.
- (d) For a resolution to pass, it must get no less than half of the total votes of directors attending the meeting, except in passing a resolution regarding items nos. 1, 10, 12, 14 and 15 above, which require no less than three-fourth of votes of the total number of company directors.

- (e) The Executive Committee may appoint a sub-committee, working committee and/or person to monitor the items to be submitted to the Executive Committee, carry out any procedures for the Executive Committee's operations or conduct any matter in lieu as assigned by the Committee within the scope of its authority and duties.

It is to be noted that the approval of said items shall not be of the nature in which the Executive Committee or an authorized party thereof can approve transactions which they may have interests in, conflicts with or may have conflicts of interest with the company, its subsidiaries or related companies (according to the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC). The Committee shall submit such transactions to the Board of Directors and/or shareholders at the shareholder's meeting for consideration and approval in accordance with related regulations, announcements or laws. Exempt from this procedure is the approval of those items that are normal business transactions, the scope of which are clearly defined.

5. Remuneration for Executive Director

The Executive Director who is entitled to receive the remuneration from the company must be the Executive Director from outside only. The Board of Directors sets the remuneration for the Executive Directors.

Nomination & Remuneration Committee

Qualifications of Nomination & Remuneration Committee

1. The Remuneration Committee must consist mainly of independent directors.
2. The Remuneration Committee members must be knowledgeable, capable, and experienced as well as understand the qualities, duties, and responsibilities as a committee member considering remuneration.
3. The Remuneration Committee members must be able to devote adequate time to fulfill the Remuneration Committee's duties.

For corporate good governance and in compliance with the "2017 Principles of Corporate Good Governance for Listed Companies" the Board of Directors has established the Nomination & Remuneration Committee to consider the structure and the criteria for remuneration of directors and the Chief Executive Officer and provides comments for the Board of Directors.

- The Board of Directors approves the nomination & remuneration of the Chief Executive Officer.
- The Board of Directors proposes the nomination & remuneration of Directors at the shareholders 'meeting for approval.

The Company's Nomination& Remuneration Committee comprises the following three members:

| Name of Nomination & Remuneration Committee | | Position | |
|---|---|--|----------------------|
| 1 | Associate Professor Dr. Preecha Jarungidanan | Chairman of Nomination& Remuneration Committee | Independent Director |
| 2 | Associate professor Dr. Aekkachai Nittayagasetwat | Nomination& Remuneration Committee Member | Independent Director |
| 3 | Mr. Yunyong Sawasdi | Nomination& Remuneration Committee Member | - |

Chairman of Nomination & Remuneration Committee are Independent Director

The Nomination& Remuneration Committee is a committee appointed to make recommendations regarding consideration of remuneration of the directors, committee members, sub-committee members, Chief Executive Officer, consultants to the Board of Directors and the company's secretary to ensure transparency and fairness. The Remuneration Committee is totally independent in performing its duties according to the charter.

1. Organization and appointment

- The Board of Directors considers the appointment of the Nomination& Remuneration Committee.
- The Nomination& Remuneration Committee comprises at least three members with the majority being independent directors and/or Non-Executive Director at least 3 people and must consist of a majority of independent committee members.
- The Chairman of the Nomination& Remuneration Committee to be appointed must be an independent director.
- The Nomination& Remuneration Committee can request advice from independent experts as appropriate, both from internal personnel and outside the company at the expense of the company under the budget approved by the Board of Directors.
- The company's secretary shall be the Nomination& Remuneration Committee's secretary with the duty to provide support to ensure the Nomination& Remuneration Committee's operations run smoothly.



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2.Term of Office

The Nomination& Remuneration Committee's term of office is three years from the date of appointment by the Board of Directors. Those who have completed the term may be re-appointed with the majority of votes at the Board of Directors' meeting. As for a replacement committee member when there is a vacancy, the Board of Directors considers the selection and further appointment.

3.Duties and responsibilities

The Nomination& Remuneration Committee has the following major duties and responsibilities:

- 1. Submit proposals regarding remuneration for committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors and/or shareholders' meeting for approval
- 2. Determine the annual retainer fee and the meeting attendance fee and other remuneration as appropriate considering the guidelines practiced by other companies in the same industry, the company's performance, as well as the responsibilities, knowledge, capabilities, and experience of directors, the Chief Executive Officer or the consultants required by the company
- 3. Call the management, supervisors and/or any person concerned to attend meetings to clarify matters or ask and answer questions and/or provide documentation for consideration regarding remuneration. The committee appoints independent experts as appropriate both from within and outside the company at the company's expense and within the budget approved by the Board of Directors for consultancy as well as makes recommendations regarding decisions on remuneration
- 4. Set the principles of reporting and submit evaluation reports on the performance of the Board, committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors
- 5. Report results on the fulfillment of duties to the Board of Directors every time there

is a Remuneration Committee meeting and report the name list, scope of the Remuneration Committee's authority and duties to shareholders on the Registration Statement Form (Form 56-1) and in the annual report (Form 56-2), for example

- 6. Consider, review, and make recommendations in case there are changes regarding the Remuneration Committee's charter to the Board of Directors for approval of amendments as appropriate or in accordance with the rules and regulations of agencies concerned

Duties and responsibilities of Nomination Committee

- 1) Consider the structure of the company's Board of Directors in terms of numbers of directors that are suitable for the company's size, type and complexity of business, qualifications of each director in skills, experiences, specific capabilities related to the business and the main industry in which the company operates.
- 2) Consider the qualifications of the candidates who will be the company's independent directors to be suitable for the company. The independence must comply with the rules and regulations of the Securities and Exchange Commission (SEC).
- 3) Set the principles and methods of recruitment of candidates to be appointed the company's directors to be suitable for the company such as the principle to consider the current directors to continue their terms, principle to announce in public to recruit the directors, principle to allow the shareholders to propose the directors, principle to hire the head hunters to recruit the directors, principle to consider the professional directors or principle to allow each director to propose the suitable candidates.
- 4) Conduct the plan to develop the directors to train current directors and new directors on the company's business which includes the roles and duties of directors and important developments such as industry situations and rules and laws related to company's business.
- 5) Conduct the company's succession plan and conduct the plan to develop the Chairman

of the Executive Committee, Chief Executive Officer (CEO), Chiefs and members of the top management continuously to have the successors in case the above mentioned positions retire or cannot perform their duties to ensure the company runs continuously.

- 6) Propose the principle to recruit the company's directors, independent directors, directors of sub-committees, top management members, CEO, Chiefs and top management members of Finance & Accounting department.
- 7) Recruit, select and propose the qualified candidates to hold the top management positions to the Board of Directors to consider appointing and fixing the remuneration.
- 8) Propose the principles, methods and steps to evaluate the performance of top management members.
- 9) Evaluate the performance of the company's directors, sub-committee's directors and top management members.
- 10) Others elated to nomination and assigned by the Board of Directors.

4.Meetings

- 1. The Nomination & Remuneration Committee shall hold a meeting at least once a year as necessary and appropriate.
- 2. The Nomination & Remuneration Committee Chairman shall set the agenda of each meeting and chair the meeting where minutes are taken and meeting records are kept.
- 3. The meeting agenda and meeting documents shall be forwarded to the Nomination & Remuneration Committee in advance prior to the meeting.
- 4. To form a quorum, no less than half of the Nomination & Remuneration Committee members must be present.
- 5. The Nomination & Remuneration Committee's meeting resolutions are reached according to the majority of votes of the committee members attending the meeting. Members with interests in any matter shall not consider or pass a resolution therein.

5.Reporting

The Nomination & Remuneration Committee shall report its performance to the Board of Directors and shall report on its duties during the past year to shareholders in the annual report detailing the following:

- 1. name list of the Nomination & Remuneration Committee
- 2. the number of meetings held
- 3. the number of times each Nomination & Remuneration committee member attended the meetings
- 4. results of their performance according to the charter

The Audit Committee

Qualifications of Audit committee

- 1. The Audit Committee comprises at least three independent directors.
- 2. The Audit Committee is appointed by the Board or the shareholders
- 3. The Audit Committee members must not be persons assigned by the Board to make decisions regarding the company, its parent company, subsidiaries, associate companies, affiliates or corporate bodies that might have conflicts.
- 4. The Audit Committee members must have adequate knowledge and experience to fulfill duties as Audit Committee members; it is noted that there must be at least one Audit Committee member who is knowledgeable and experienced enough to review the reliability of the financial statements.

The Audit Committee, appointed by the Board of Directors, comprises four independent directors who are experts in such fields as accounting and finance economics and risk management.



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The Company's audit committee comprises the following 3 members:

| Name of Audit Committee | Position |
|--|-----------------------------|
| 1. Associate professor Dr. Preecha Jarungidanan | Chairman of Audit Committee |
| 2. Associate professor Dr. Aekkachai Nittayagasetwat | Audit Committee Member |
| 3. Professor Dr. Kamphol Panyagometh | Audit Committee Member |

Two out of three member of the Audit Committee -Associate professor Dr. Aekkachai Nittayagasetwat and Professor Dr. Kamphol Panyagometh are knowledgeable and experienced enough to review the reliability of the financial statements .

The secretary to the Audit Committee is Miss Sunan Wongmutthavanich. She is now Director-Internal Audit Department

The Audit committee's Scope of Authorities and Duties

1. The Audit Committee has the following duties as assigned by the Board of Directors:

1. Review the company's financial reports to ensure accuracy and adequacy
2. Review the company's internal controls and internal audit systems to ensure their suitability and effectiveness, preserve the independence of the internal audit work unit, and approve appointments, movement, and termination of the chief of internal audit or any other unit responsible for internal audits
3. Review operations to ensure the company's compliance with the law and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) as well as laws related to the company's business
4. Consider, select and nominate independent persons to become the company's auditors, propose remuneration of said persons, Including termination of external audit and meet with auditors without the management being present at least once a year
5. Assess connected transactions or those that might have conflicts of interest so that they are in accordance with the law and regulations of the Stock Exchange of Thailand as well as ensure that the transactions are justifiable and for the company's maximum benefit
6. Prepare the Audit Committee's report and include it in the company's annual report which shall be signed by the Chairman of the Audit Committee and contain at least the following information:
 - comments regarding the accuracy and reliability of the company's financial report
 - comments regarding the adequacy of the company's internal control system
 - comments regarding compliance with the law and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) as well as laws related to the company's business
 - comments regarding the suitability of auditors
 - comments regarding transactions that might involve conflicts of interest
 - the number of the Audit Committee meetings and attendance records of each AuditCommittee member
 - comments and general observations made by the Audit Committee in conducting its duties according to the charter
 - other items deemed of note for shareholders and general investors within the scope of duties and responsibilities assigned by the Board of Directors

7. Address any other matters assigned by the company's Board with the Audit Committee's approval

2. The Audit Committee's Responsibilities

The Audit Committee is directly accountable to the Board of Directors and the company's Board maintains responsibility for the company's performance regarding outside parties.

3. The Audit Committee's Authority

1. The Audit Committee has the authority to seek unbiased comments from other professional consultants when necessary at the company's expense.
2. The Audit Committee has the authority to call for information from various work units of the company for additional consideration of various matters.

4. The Audit Committee Meeting

- 1) **The meeting** The Audit Committee holds a meeting at least once every quarter. In case of urgency, any Audit Committee member or a company director may ask for an Audit Committee meeting to be held.
- 2) **Voting** Any Audit Committee member with any interest in the matter under consideration is prohibited from making comments and voting regarding the matter. The Audit Committee's secretary carries no vote.
- 3) **Meeting** reports The Audit Committee's secretary or person assigned by the Audit Committee shall take minutes and prepare the Audit Committee meeting reports. The reports shall then be submitted to the Audit Committee for approval and for further submission to the Board of Directors so that the Board is informed of the Audit Committee's activities.

5. The Audit Committee's reporting

In carrying out its duties, the Audit Committee is required to report to the company's Board so improvements and corrections can be made within the time period the Audit Committee sees appropriate if it finds or suspects any of the following situations which might have significant impact on the company's financial status and operational results:

1. transactions where there are conflicts of interest,
2. misappropriation or major impairment of the internal control system,
3. violation of the law or rules and regulations of the Stock Exchange of Thailand or laws related to the company's business.

After reporting such matters which might have significant impact on the company's financial status and operational results to the Board of Directors and after joint decision with the Board of Directors and the management on improvements and corrections to be made, if the Audit Committee finds negligence in implementing the decisions in a timely manner without justifiable cause, a designated Audit Committee member may report such findings to the Stock Exchange of Thailand or the Office of the Securities and Exchange Commission (SEC).

Risk Management Committee

The company has appointed the Risk Management Committee in compliance with the practice of good corporate governance according to the Securities Exchange of Thailand regarding risk management. The company also sees that good risk management will help add to its value for shareholders while promoting stable and sustainable growth and boosting its competitiveness. The Risk Management Committee was set up as a unit to study, follow up on, evaluate and prioritize risks, and then provide the Board of Directors with advice regarding reduction of risks and taking action to reduce risks that may result either from internal and external factors.

The Board of Directors has set the risk management policy stressing that the company manages the risks all over the organization to reach the targets of risk management. The Risk Management Committee sets the targets and indicators of risk measurement They have an improvement plan and report the risk management to the Audit Committee and the Board of Directors to acknowledge in every meeting.



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The Risk Management Committee:

| Name of Risk Management Committee | | Position |
|-----------------------------------|-----------------------------------|---|
| 1 | Professor Dr. Kamphol Panyagometh | Chairman of the Risk Management Committee |
| 2 | Mr. Prompong Chaikul | Risk Management Committee Member |
| 3 | Mr. Yunyong Sawasdi | Risk Management Committee Member |
| 4 | Mr. Naris Chandang | Risk Management Committee Member |
| 5 | Mr. Chaiyot Thaveeratitham | Risk Management Committee Member |
| 6 | Dr. Nut Sritirawisarn | Risk Management Committee Member |
| 7 | Mrs. Montain Nilthakoch | Risk Management Committee Member |
| 8 | Miss. Sunan Wongmutthavanich | Risk Management Committee Member |
| 9 | Mr. Yos Sahadsadee | Risk Management Committee Member |

*Chairman of Risk Management Committee are Independent Director

Components

- The company's Board of Directors consider and appoints the Risk Management Committee.
- The Risk Management Committee comprises independent directors and no less than five top level executives from major division of the company.
- The term of office is of two types:
 - For independent directors, the term of office for the position is three years. Pertaining to this, the director whose term has been completed may be chosen to resume the position in the committee. In the case where a committee member resigns of a position becomes vacant before the term is over, the Board of Directors may appoint another independent director to hold the position for the rest of the term of office of the committee member replaced.
 - For top level executive directors, the term of office lasts as long as the executives hold the top level executive position in a particular division. In the case where a position held by a top executive becomes vacant, an individual with similar qualifications and the same or equivalent position shall be appointed as replacement. The replacement individual shall be a member of the committee until he is promoted or moved, resigns or is terminated, or for any reason is rendered unable to work in the position.

Duties and responsibilities

- Set risk management policies and plans, prepare risk reports for submission to the Board of Directors for consideration and approval in determining appropriate risk management plans and implementation within the company.
- Study, evaluate and follow up on the risks that may emerge as well as set policies and an Integrated Risk Management framework to cover major risks both from internal and external factors including the following:
 - internal factor
 - Business risk
 - Financial risk
 - Operation risk
 - external factor
 - Economic risk
 - Regulatory / Political risk etc.
- Supervise and follow up regularly on the implementation of risk management policies to ensure efficient and continuous risk management practices.
- Review and check risk management reports regularly to follow up on significant risk and to see to that the risks are management adequately and properly.
- Provide regular reports to the Board of Directors regarding risks, risk management, as well as the risk situations the company faces, and improvements or corrections needed to be in accordance with the set risk management policies
- Have the authority to appoint a work group and/or additional staff, or hire external independent experts as necessary to study, evaluate, follow up on and make recommendations regarding risk management.
- Prepare the Risk Management Committee's annual performance reports as well as determine goals and plans for the following year for submission to the Board of Directors

- Consider, review and make recommendations regarding any changes in the charter of the Risk Management Committee for submission to the Board of Directors to request approval of improvement of the charter so that it is appropriate or in accordance with the rules and regulations of the agencies concerned.
- Perform any other duties regarding risk management as assigned by the Board of Directors.

The Risk Management Committee Meeting

- The Risk Management Committee must hold at least four meetings annually as necessary and appropriate.
- No less than half of the Risk Management Committee members are required at each meeting of the Risk Management Committee to constitute a quorum.
- The resolution of the Risk Management Committee is decided by the majority votes of the members participating in that particular meeting.
- The Risk Management Committee may invite other people concerned with an agenda item to participate in the meeting as necessary.
- Meeting documents must be delivered to each of the Risk Management Committee no less than seven days before the meeting date. Meeting minutes must be prepared and delivered to the Risk Management Committee members within 14 days after the meeting is completed.
- The secretary of the Risk Management Committee is responsible for arranging meetings including the meeting venue, the meeting agenda and the meeting documents.

The Reporting work results

The Risk Management Committee must report its work in dealing with and in managing risk as well as risk situations on each of the specified headings to the Board of Directors to ensure that the Board is aware of and realizes the factors that may have significant impact to the company's business operations.



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Sustainable Development Committee

Objective

The Sustainable Development Committee was established to provide an operational framework in compliance with relevant laws, regulations, and standards under the principles of Corporate Governance and the organization's Sustainability Goals. The committee will support the Board of Directors in supervising the company's governance and promoting personnel to engage in sustainable development. This ensures the company's long-term growth across Environmental, Social, and Governance (ESG) dimensions under the ethical management and responsibility toward society and the environment, aiming to fairly provide maximum benefit to all stakeholders.

The Sustainable Development Committee:

| Name | Position |
|--|--|
| 1 Dr. Nunticha Chaikul | Chairman of Sustainable Development Committee |
| 2 Mr. Naris Chandang | Member of Sustainable Development Committee |
| 3 Dr. Nut Sritirawisarn | Member of Sustainable Development Committee |
| 4 Mrs. Monteaïn Nilthakoch | Member of Sustainable Development Committee |
| 5 Mr. Pakawat Ongthanasap | Member of Sustainable Development Committee |
| 6 Ms. Prayoon Pasothakang | Member of Sustainable Development Committee |
| 7 Ms. Pongpaka Bhavabhutanon Na Mahasarakham | Secretary of Sustainable Development Committee |

Composition of the Committee

1. The Sustainable Development Committee shall consist of at least 3 members, consisting of a company director and/or an independent director and/or a senior executive of the Company.
2. The Board of Directors shall appoint the members and the Chairman of the Sustainable Development Committee based on the approval and nomination of the Nomination and Remuneration Committee.
3. The Sustainable Development Committee can appoint working groups or independent advisors with specific knowledge, capabilities, and expertise to provide advice, consultation, or assistance in performing duties and responsibilities as deemed appropriate.
4. The Sustainable Development Committee is responsible for appointing a secretary to the Sustainable Development Committee.

Qualifications

1. The Chairman of the Sustainable Development Committee must not hold the position of Chairman of the Board of Directors.
2. Must possess knowledge, capability, and experience beneficial to the Company's business operations regarding Environmental, Social, and Governance (ESG), and must demonstrate honesty, integrity, and ethics in performing their professional duties.
3. Must be able to perform their duties and express opinions constructively, and must be able to devote time, knowledge, and experience to effectively and sufficiently develop the organization's sustainability in accordance with its objectives.
4. Must understand sustainable development functions, which cover at least good corporate governance and social and environmental responsibility, with a focus on avoiding negative impacts on all stakeholder groups.
5. Members of the Sustainable Development Committee must possess the required qualifications and must not have any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange Act, and any other relevant laws. Furthermore, they must not possess characteristics indicating a lack of suitability to be entrusted with managing a publicly-held company, as prescribed by the Securities and Exchange Commission (SEC).

Term of Office and Retirement from Office

1. Members of the Sustainable Development Committee shall serve a term of 3 years each. Members who retire by rotation are eligible for reappointment. In the event of a vacancy, the Nomination and Remuneration Committee shall select a director or a suitable individual to propose to the Board of Directors for further appointment. The person appointed shall hold office only for the remaining term of the member they replace.

2. A member of the Sustainable Development Committee shall vacate office immediately upon:
 - Death
 - Resignation by submitting a resignation letter to the Chairman of the Board of Directors in advance
 - Ceasing to be a director, officer, or employee of the Company
 - Disqualification from being a member of the Sustainable Development Committee
 - Removal from office by a resolution of the Board of Directors
 - Any member wishing to resign shall submit a resignation letter to the Chairman of the Board of Directors in advance. The resignation shall take effect on the date the letter reaches the Chairman or on the effective date specified in the letter, whichever is later.

Roles and Responsibilities

1. Define the policy framework, strategy, goals, guidelines, and sustainable development plans covering social, environmental, human rights, governance, economic, and climate change dimensions to be proposed to the Board of Directors for approval.
2. Monitor and oversee the implementation and reporting of sustainability development initiatives by integrating risk management, internal control, and auditing processes to ensure alignment.
3. Consider and allocate the budget and expenses related to sustainable development as approved by the Board of Directors. This includes supporting, reviewing, promoting, advising, and monitoring the business transition toward sustainability efficiently to ensure compliance with the Sustainable Development Policy.
4. Review and report performance results regarding sustainable development to the Board of Directors, providing opinions and recommendations for improvement and rectification as appropriate.



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5. Consider and approve the disclosure of sustainable development information in the Company's annual report accurately and comprehensively in compliance with relevant regulations and criteria.
6. Appoint a secretary and a working group to assist in the operations of the Sustainable Development Committee, and appoint independent advisors with specific expertise to provide consultation and guidance.
7. Perform any other duties or actions as assigned by the Board of Directors, and carry out any acts in accordance with the requirements of the law and government agencies.

Meetings and Voting

1. The Sustainable Development Committee shall hold meetings at least twice a year as necessary and appropriate. The Chairman of the Committee will be a person who proposes the agenda for each meeting.
2. The Chairman or the designated Secretary shall send the notice of the meeting, along with the agenda and supporting documents, to the Committee members at least 7 days in advance before the meeting. In case of urgency, a meeting may be called and documents may be sent within a shorter period.
3. At every meeting, at least one-half of the total number of members must be present to constitute a quorum. In the event that the Chairman is absent, the members present shall elect one member to preside over the meeting.
4. Members may attend meetings in person (onsite meeting) at a location designated by the Company, or via electronic media (online meeting) such as video conference, teleconference, or other equivalent electronic channels. Attendance via electronic media shall be equal to attending meetings in person and counted toward the quorum.
5. Resolutions of the meeting shall be decided by a majority vote. Each member shall have one vote, except for any member who has a conflict of interest in a particular matter. That person must not participate in the consideration or voting on that agenda item. In the event of a tie, the Chairman of the meeting shall have a casting vote.

6. If any member disagrees with a resolution, the secretary must fully record such opinions or objections in the minutes of the meeting.
7. The Sustainable Development Committee has the authority to invite internal or external personnel, or specialized experts to attend meetings to provide information, clarify facts, or offer advice on relevant matters. The Company shall be responsible for any expenses incurred.

Reporting

1. The Sustainable Development Committee is responsible for regularly reporting its performance results, progress, and key sustainability issues, including Environmental, Social, and Governance (ESG) matters to the Board of Directors as appropriate. This ensures the Board has sufficient information to determine policies and sustainable business directions.
2. The Chairman of the Sustainable Development Committee is responsible for reporting the Committee's activities to the Board of Directors. This includes a report on the performance of duties over the past year to shareholders in the Annual Report, which must disclose at least the following details:
 - 2.1 The number of meetings held.
 - 2.2 The attendance record of each Committee member.
 - 2.3 The results of performance in accordance with the prescribed Charter.

Performance Evaluation

The Sustainable Development Committee will arrange a self-assessment of the Committee's performance as a whole on an annual basis to review performance results, problems, obstacles, and future development guidelines. The results of such annual evaluation shall be reported to the Board of Directors for acknowledgment and will be disclosed in the Company's Annual Report.

Charter Review

The Sustainable Development Committee must regularly review and assess the appropriateness of this Charter at least once a year to ensure that its content remains consistent with the objectives and relevant requirements. Any proposed amendments shall be presented to the Board of Directors for further approval.

Growth Committee

The Growth Committee at STARS Microelectronics is responsible for overseeing strategic initiatives to drive revenue growth. Their focus is on creating and implementing opportunities for growth, such as expanding into new markets, innovating product, acquiring more customers, and scaling the business

| Name | Position |
|------------------------------|-------------------------------|
| 1 Mr. Prompong Chaikul | Chairman of Growth Committee |
| 2 Mr. Naris Chandang | Member of Growth Committee |
| 3 Mr. Chaiyot Thaveeratitham | Member of Growth Committee |
| 4 Dr. Nut Sritirawisarn | Member of Growth Committee |
| 5 Mrs. Montein Nilthakoch | Member of Growth Committee |
| 6 Mr. Pakawat Ongthanasap | Secretary of Growth Committee |

Roles and responsibilities

1. Identify and Recommend Strategic Initiatives:

The Growth Committee is responsible for identifying, developing, and recommending business opportunities and strategic growth initiatives that align with the company's vision and mission.

2. Oversee Business Growth Teams:

The Committee is to supervise business growth teams, ensuring they receive maximum support in the development and execution of strategic initiatives, including forming partnerships with external organizations.

3. Maximize Revenue and Strategic Value:

The Committee is responsible for ensuring that strategic growth teams operate effectively to maximize both revenue and strategic value for the company.

4. Additional Duties as Assigned by the Chairman of Executive Committee:

The Growth committee may be tasked with additional duties as assigned by the chairman of Executive Committee, including taking necessary actions to support the company's growth agenda.

5. Report to the Executive Committee on the growth project, action plan, and progress of growth opportunities

6.The Growth Committee will meet once a month with the Growth team to drive business initiatives and ensure alignment with strategic goals.



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Chief Executive Office

Scope of the authority and duties of Chief Executive Officer

1. Oversee, run and carry out regular business duties for the benefit of the company and manage the company's operations according to the policies, goals, operational plans, annual budget and related strategies set by the Board of Directors and/or assigned by Executive Committee.
2. Supervise operations regarding finance, marketing, human resources management and other operations in general so that they are in accordance with the company's policies, and annual business operational plans set by the Board of Directors and/or the Executive Committee.
3. Have the authority to hire, appoint, transfer, discharge or terminate, fix the salary and fringe benefits, bonus and increase or adjust the salary for the employees whose positions are from the "Chief" level to the department directors. This must be approved by the Board of Directors or the authorized person by the Board of Directors
4. Have the authority to hire, appoint, transfer, discharge or terminate, fix the salary and fringe benefits, bonus and increase or adjust the salary for the employees whose positions are lower than the department directors.
5. Approve the purchase of machinery under a limit (whether it is one or a series of transactions) of four million baht per transaction, and no more than 20 million baht per year except in cases where approval has been received from the company's Board and/or the purchase has appeared in annual business operational plans or the annual budget.
6. Have the authority to approve the termination of use, disposal, sale and leaseback of assets according to the pertaining regulations in cases where the accounting net value is not over one million baht.
7. Submit proposed contracts and/or transactions for the company's benefit to the Board of Directors' meeting for approval.

8. Have the authority to approve the purchase of raw materials valued at no more than 10 million baht per transaction and no exceeding 70 million baht per month.
9. Carry out other duties assigned by the Board of Directors and/or the Executive Committee with the authority to carry out any procedures necessary for fulfilling said duties.

It is noted that in conducting matters in which the Chief Executive Officer, authorized person or persons with possible conflicts (according to the policy of the Stock Exchange of Thailand) has interests or conflicts of interests with the company and/or its subsidiaries, and/or related companies, the Chief Executive Officer has no authority to decide such matters.

Company's Secretary

Roles and Responsibilities of the Company's Secretary

1. Board of Directors and Subsidiaries Meetings

- Set agendas for the Board of Directors meetings with executives.
- Ensure meetings are conducted smoothly and in compliance with the law.
- Attend meetings and prepare minutes of the Board of Directors meetings.
- Prepare agendas, meeting documents, and send them along with the meeting invitations to directors.
- Verify the minutes of the Board of Directors meetings.
- Collect and archive the meeting minutes to ensure convenience when retrieved.

2. Company's and Subsidiaries' Sub-committee Meetings (If any)

- Set meeting agendas with the chairman of the sub-committee
- Prepare agendas and meeting documents, and send them with invitations for the specific meetings.
- Ensure meetings are conducted smoothly and in compliance with the law.
- Attend meetings and prepare minutes of the sub-committee meetings.
- Verify the minutes of the sub-committee meetings.

- Collect and archive the meeting minutes to ensure convenience when retrieved.

3. Company's and Subsidiaries' Shareholders' Meetings

- Organize shareholders' meetings in compliance with the law.
- Prepare and send invitations and the annual report to shareholders and regulatory agencies.
- Coordinate with shareholders regarding proposals for the Board of Directors and management executives to consider.
- Prepare the agenda for shareholders' meeting for the chairman of the meeting.
- Attend and ensure smooth, lawful conduct of shareholders' meetings.
- Prepare and archive shareholders' meeting minutes, send them to regulatory agencies and shareholders, and publish them on the company website.

4. Documentation, Submission of Records, and Archival of Documents of the Company and Subsidiaries

- Write and maintain records of directors and annual reports.
- Archive and submit conflict of interest reports from directors or executives.
- Keep all of company policies and regulations approved by the Board of Directors that are accurate and accessible for inspection such as original versions of different regulations.

5. Stock Exchange and SEC Affairs

- Ensure compliance with regulations of the Stock Exchange and SEC for the listed company, subsidiaries, directors, and executives.
- Serve as the coordinator with the Stock Exchange and SEC.
- Notify the Stock Exchange and SEC of any updates related to company directors or executives.

6. Roles and Responsibilities towards the Company's and Subsidiaries' Board of Directors and Sub-committees

- Advise and provide consultancy to newly appointed directors on their responsibilities.

- Provide advice and report to about the roles and responsibilities according to the law and regulation of the stock exchange and SEC as a board of director of the company
- Maintain records and profiles of directors.
- Act as a consultant to directors and communicate relevant information between them.
- Prepare necessary information for nominating directors and sub-committee members, including remuneration.
- Act as a bridge between the Board and company management executives.
- Organize performance evaluations for the Board and sub-committees and compile assessment reports.

7. Roles and Responsibilities towards the Company's and Subsidiaries' Shareholders

- Foster relationships with shareholders.
- Address and consider shareholder inquiries and proposals.
- Act as a bridge between shareholders, the Board, and executives.
- Notify shareholders about relevant information, such as meeting minutes.

8. Regulatory Compliance

- Ensure company and subsidiaries comply with all regulations, including preparing the annual report (One 56-1).

9. The Company's and Subsidiaries' Corporate Governance

- Promote awareness and understanding of corporate governance principles among directors and ensure compliance of such principles
- Provide information and guidance to directors and executives in preparing reports required by laws or regulations to be disclosed to the public to ensure transparency, such as acknowledging obligations related to securities holding reports and disclosures.
- Monitor the company's operations for compliance with internal regulations and regulations from the stock exchange and relevant regulatory agencies



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10. Registration of the Company's and Subsidiaries' Directors
- Ensure accurate and complete registration of directors and company regulations.
11. Document Certification of the Company and Subsidiaries Company
- Certify the accuracy of corporate documents and provide translations (if any).
12. Other duties
- Perform other tasks as announced by the Securities and Exchange Commission Thailand (SEC)

7.4 Information on executives

7.4.1 Management Team

| |
|--|
| Mr. Prompong Chaikul <ul style="list-style-type: none">• Vice Chairman• Chairman of Executive Committee• Chief Executive Officer• Chairman of Growth Committee• Risk Management Committee Member |
| Dr. Nunticha Chaikul <ul style="list-style-type: none">• Vice Chairman of Executive Committee• Chairman of Sustainable Development Committee |
| Dr. Surasit Chungpaiboonpatana <ul style="list-style-type: none">• Deputy Chief Executive Officer• Executive Director |
| Mr. Naris Chandang <ul style="list-style-type: none">• Chief Marketing Officer• Executive Director• Sustainable Development Committee Member• Growth Committee Member• Risk Management Committee Member |
| Mr. Chaiyot Thaveeratitham <ul style="list-style-type: none">• Chief Financial Officer• Executive Director• Growth Committee Member• Risk Management Committee Member |
| Dr. Nut Sritirawisarn <ul style="list-style-type: none">• Chief Operations Officer• Executive Director• Sustainable Development Committee Member• Growth Committee Member• Risk Management Committee Member |



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7.4.2 Remuneration policy for executive directors and executives

Guidelines for Management compensation

The Nomination and Remuneration Committee considers the remuneration of directors and Chief Executive Officer, submitting the proposal to the Board of Directors for approval. Remuneration for the Board of Directors requires approval of the shareholders at a shareholders' meeting. The company's guidelines regarding management compensation are laid down as follows:

Guidelines for Director

The company determines appropriate remuneration to attract and retain directors with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance,
- responsibilities assigned to directors, and
- average remuneration rate of businesses in the same industry.

Directors' remuneration consists of an annual retainer fee and meeting attendance fee.

Guidelines for high level

The Executive Committee will consider remuneration of high level senior directors and directors of various departments to maintain pay at an appropriate level in order to attract and retain executives with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance
- the Key Performance Indicators-KPI when considering an increase in remuneration or annual salary raise
- average remuneration rate in the industry

In addition, the company may also seek consultation from experts in Human Resources Management at the company's expense.

7.4.3 Total amount of the remunerations of executive directors and executives

Remuneration for Managements

(unit:Baht)

| Remuneration | Fiscal year 2024 ending December 31st,'24 | | Fiscal year 2025 ending December 31st,'25 | |
|----------------|---|---------------|---|---------------|
| | Number of recipients | Total Payment | Number of recipients | Total Payment |
| Total Salary | 6 | 21,132,725 | 7 | 23,929,393 |
| Total Bonus | 6 | 1,730,838 | 5 | 1,032,932 |
| Provident Fund | 5 | 1,455,256 | 5 | 1,383,100 |
| Total | | 24,318,819 | | 26,345,425 |



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7.5 Human Resources

As of 31 December 2024 and 31 December 2025, the number of employees (excluding executives) divided according to their major fields of work were as follows:

(unit: Person)

| | As of December 31st,'24 | As of December 31st,'25 |
|-----------------------------|----------------------------|----------------------------|
| 1. Operations & Development | 914 | 1,014 |
| 2. Supply chain | 42 | 68 |
| 3. Finance & Administration | 32 | 37 |
| 4. Business Development | 30 | 33 |
| 5. Technology | 12 | 14 |
| Total | 1,030 | 1,166 |

The company has set the policy to fix compensation for the employees in line with the performance of the company for both short-term and long-term. The company reviews the compensation policy for employees to be in line with the same levels as other companies in the same industry and within proximity.

The company has a policy to provide fringe benefits, which are useful for employees such as the provident fund and annual physical check-up. Besides this, the company encourages the employees to play sports and to read. In order for the employees to exercise and relax after work, the company provides badminton courts, tables for playing table tennis and a library in the building.

Personnel Management Policy

The company recognizes the value and significance of human resources as an important strategic factor in driving the organization toward stable and sustainable growth. The company firmly believes that employees with high quality, expertise, integrity and organization commitment are the foundation of the company's competitive advantage, especially in the rapid evolution of technology and semiconductor industry context.

For this reason, the company is committed to managing its workforce and personnel costs at an optimal and efficient level. We prioritize recruiting people of high integrity, retaining talented workers, and fostering employee engagement and pride in their work. We also develop the potential of employees at all level to ensure that they are prepared for change, capable of adapting, and able to consistently create added value for the organization. We also instill core values, a positive work culture, and good governance so that our employees can grow alongside the sustainable growth of the company.

From such intentions, the company has established this Human Resources Management Policy to demonstrate the commitment to systematically recruiting, nurturing, developing, and retaining personnel. This will align with our business strategies and operational goals of each phrase. We also integrated anti-corruption practices and respect for human rights into the personnel management process. The core principles are as follows:

1) Organizational Structure and Manpower Planning

The company creates the organizational structure, job positions, job levels and workforce to align with the business direction, strategies, and operational goals for each year. This is under regular review to ensure that the company can accommodate changes in the business environment, technology, and corporate expansion timely and effectively.

2) Fair Recruitment and Selection

The company conducts the recruitment and selection of personnel at all levels with transparency and fairness. We evaluate candidates based on their personal attributes, qualifications, knowledge, competencies, and suitability for the position, as well as their potential for future development and growth. The company uses a systematic selection process through committees, assessment tools, and appropriate testing. We also verify employment history and background checks regarding corruption or misconduct, ensuring we are able to recruit personnel with integrity, capability, and alignment with our corporate culture.

3) Equal Opportunity in Hiring and Appointment

The company prioritizes creating equal opportunities in hiring, appointment, development, and career advancement through the principles of merit, focusing on knowledge, capability, dedication, and performance. This approach aims to promote diversity and maximize the potential of our personnel, without discrimination on the basis of race, nationality, religion, gender, age, marital status, or physical disability.

4) Respect for and Protection of Human Rights

The company respects the law, human rights principles, and the human dignity of all shareholders. Employees are required to familiarize themselves and strictly follows the laws relevant to their duties and responsibilities. This includes cases of overseas operations, where local laws, customs, traditions, and cultures must be taken into account. The company does not support the use of forced labor or child labor and promotes human rights vigilance both within the organization and among its subsidiaries, suppliers, and business partners. Furthermore, the company also protects and provides remedies to those affected by rights violations in accordance with legal requirements.

5) Right to Join Associations and Organizations

The company respects the rights and liberties of employees to participate in lawfully established associations or organizations. However, such participation must not conflict with the employee's duties and responsibilities, must not create a conflict of interest, must not involve seeking external income from performing the duties, and must not involve the unauthorized disclosure of company's information or confidentiality.

6) Personal Data Protection and Privacy

The company respects and protects the privacy of its employees by safeguarding personal data such as compensation, medical history, and family information. We prevent the disclosure of such information to unrelated parties, except where such disclosure is required by law or where proper consent has been obtained.

7) Merit-Based Compensation and Performance Management

The company employs systematic job evaluation and performance management processes to ensure that the determination of compensation and benefits is both fair and competitive using merit-based principles. We pay compensation based on job position, performance results, and individual knowledge or competencies and regularly conduct surveys and benchmarking against the labor market.



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In addition, the company has implemented a Performance Management System to concretely align organizational, team, and individual goals. This system encourages employees to fully utilize their potential while receiving continuous evaluation, feedback, and development to collectively contribute to the company's long-term success and sustainability.

Training and Development Policy & Approach

The company establishes its personnel development and training policy by adhering to the Strategic Human Capital Development to enhance competitiveness, ensure the readiness of the workforce, and maintain long term business continuity. Personnel development is systematically integrated with the corporate strategy, workforce planning, and risk management plans. The company's personnel development approach does not focus solely on organizing training activities, but prioritizes capability management and the reduction of skill gaps that could impact production efficiency, product quality, safety, and the ability to adapt to future business changes.

Key Principles for Development

The company formulates its personnel development principles based on the following key concepts:

1. Business-Aligned Development

The formulation of training and personnel development plans is directly aligned with the corporate strategic direction, production plans, capacity expansion plans, and quality and efficiency targets to ensure that personnel development can support the company's business performance concretely.

2. Workforce Readiness & Risk Management

The company prioritizes personnel readiness in critical roles to mitigate risks arising from skill shortages, ensure operational continuity, and manage the impacts from technological changes or organizational restructuring.

3. Systematic & Sustainable Development

Personnel development is conducted under a clear framework and process, ranging from development needs analysis, curriculum design, and training

implementation to monitoring and evaluation. This ensures continuous learning and practical applicability in actual operations.

4. Learning through Practice

The company promotes learning and the development of personnel potential through actual work in the workplace along with internal knowledge transfer and systematic theoretical training. This is to enhance the effectiveness of the learning process, reduce the time required for capability development, and increase professional operational readiness.

Additionally, the company has developed a Leadership Mentoring Program to uplift the skills and potential of employees, especially in the production line, through a "mentoring" system. This system emphasizes learning from real-world experience, close guidance, and a transfer of knowledge essential for the company's operation and business management. This will lead to fostering new generation leaders and strengthen the organization in the long terms.

5. Role-Based Development

The company creates personnel development guidelines by taking into account the differences in job levels, roles, and functions to ensure maximum development effectiveness, allow for application in actual operations, and create tangible added value for the organization. The curricula and development activities are designed to align with core competencies and role specific competencies.

In this regard, the company prioritizes the capability development of personnel across all groups, including executives and corporate leaders, managers and supervisors, engineers and technical specialists, as well as operational staffs. Personnel development is linked to succession planning and the building of talent pipeline to ensure readiness for business expansion and future organizational changes.

Furthermore, the company focuses on developing skills essential for the digital age and advanced technology industries such as digital skills, data analytics, systems thinking, and cross-functional collaboration. This aims to enhance competitiveness, increase operational agility, and support the organization's long-term sustainable growth.

Strategic Personnel Development Approach

The company creates a strategic personnel development approach aimed at enhancing the capability and readiness of personnel at all levels to align with the business direction, the competitive environment, and future industry changes. The development approach covers the following key aspects:

1) Core Skills Development

The company focuses on the systematic development of both fundamental and specific skills essential for operations in each position to maintain operational standards, safety, and quality within the production process. This is done through training, internal knowledge transfer, and learning through practice so that personnel can perform their duties efficiently in compliance with established standards and minimizes operational risks.

2) Critical Skills Development

The company prioritizes the development of skills that have a direct impact on business value creation, such as quality and process management, problem analysis and solving, efficiency improvement, and cost management, to support goals regarding productivity, cost optimization, and organizational competitiveness. Development is promoted through process improvement projects and the application of Lean and Six Sigma methodologies, as well as, developing personnel to drive changes and deliver tangible business results.

3) Future Skills Development

To prepare personnel for future changes in technology, organizational structure, and work styles, the company focuses on developing essential long-term skills including systematic thinking through the Shark Tank Program, learning competency and agility, digital usage, and cross-functional collaboration to support the sustainable growth direction of the business and the industry.

4) Leadership & Management Development

The company prioritizes the development of leaders at all levels to enhance capabilities in team leadership, decision-making, communication, performance management, and business goal management through simulation workshop in the Business Challenge Game Program.

This aims to develop leaders to be capable of driving organizational strategy, fostering employee engagement, and supporting sustainable team growth.

5) Talent & Succession Development

The company systematically selects and develops quality personnel to prepare for critical roles and to mitigate risks from future shortages of leaders or specialists. This process links Talent & Succession Planning with the Individual Development Plan: IDP. There is constant monitoring of progress to ensure organizational management continuity.

6) Learning System & Culture Development

The company promotes diverse learning formats, including in-house training, project-based learning, the utilization of internal trainers, and e-learning systems to support a culture of continuous learning to prepare personnel for ongoing development and adaptation.

Governance and Monitoring

The company mandates that personnel development operates under the Human Resources Department with Line Executives to ensure that the implementation aligns with the established policies and objectives. Progress is monitored and evaluated regularly to guarantee that investments in personnel development can create value, enhance competitiveness, and support the long-term growth of the business.

Forward-looking Perspective

The company is confident that the strengthening of Organization Capability systematically and continuously is a crucial factor in uplifting competitiveness and ensuring long-term business sustainability. Under the rapid changes of technology and semiconductor industries, the company focuses on personnel development in parallel with the creation of a learning ecosystem that connects both internal and external resources. In the next phase, the company plans to establish and expand strategic partnerships with specialized external organizations, such as the National Science and Technology Development Agency (NSTDA), and leading higher education institutions, including Mahanakorn University of Technology,



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King Mongkut's Institute of Technology Ladkrabang (KMITL), King Mongkut's University of Technology North Bangkok (KMUTNB), and King Mongkut's University of Technology Thonburi (KMUTT), to jointly develop curricula, training programs, and learning activities that meet industry demands across the entire value chain.

The collaborations will focus on upskilling and reskilling personnel for an exponential growth from the upstream level, including fundamental knowledge development, workforce preparation, and the building of talent pipeline to the midstream and downstream levels. The scope will cover the application of advanced technology, production process development, quality and efficiency enhancement, as well as building internal technology experts and leaders.

The company believes that integrating knowledge from the education sector, research institutions, and the industry will unlock new personnel development opportunities with greater depth and range. This integration enhances the organization's readiness, flexibility, and adaptability across all dimensions, ultimately leading to the company's stable and sustainable long-term growth.



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7.6 Other significant information

7.6.1 Name of the person assigned to take direct responsibility

| | |
|--|-----------------------------|
| Company secretary and head of compliance unit | Mr. Yunyong Sawasdi |
| The person assigned to take direct responsibility for accounting oversight | Mr. Chaiyot Thaveeratitham |
| The person assigned to head of Internal Audit | Miss Sunan Wongmutthavanich |

7.6.2 Name of Head of Investor Relations and contact information

Investor Relations Contact

Stars Microelectronics (Thailand) Public Company Limited
Bang Pa-In Industrial Estate (I-EA-T Free Zone) 605-606 Moo 2, Tambol Klongjig,
Amphur Bang Pa-In Ayutthaya 13160
Email: ir@starsmicro.com
Tel: 035-258-555 ext 301
Fax: 035-258-914

7.6.3 Remuneration for the Auditor

At the 2025 shareholders’ annual general meeting, the appointment of the following Auditors from EY Office Co. Ltd. was approved as auditors for the company: namely, Ms. Vilailak Laohasrisakul (Certified Public Accountant License No. 6140); and/or Mr. Termphong Opanaphan (Certified Public Accountant License No. 4501); and/or Ms.Manee Rattanabunnakit (Certified Public Accountant License No. 5313).The meeting also approved auditing remuneration for 2025 of 2,530,000 baht.

Auditing remuneration for the past three years (2023-2025)

Unit : Baht

| | Year 2023 | Year 2024 | Year 2025 |
|-----------|-----------|-----------|-----------|
| Audit fee | 2,430,000 | 2,530,000 | 2,530,000 |

Other service :-No-

The Auditor

EY Office Co., Ltd.
1875 One Bangkok Tower 3, Level 34-37 Rama 4 Road, Kwang Lumpini,
Khet Pathumwan, Bangkok 10330
Tel : 02 264 9090



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8.1 Summary of duty performance of the Board of Directors in the past year

8.1.1 Selection, development and evaluation of duty performance of the Board of Directors.

Selection of Directors

Year 2025, the Company do not have remuneration new directors, because the Director have appropriated of business of the company.
Moreover, if the company needs to recruit new directors to replace the ones who resigned, the recruitment of new directors must follow the good corporate governance and must be considered by the Nomination & Remuneration Committee before being endorsed by Board of Directors and approved by the Annual General Meeting of shareholders.

Board Diversity

The company have the policy of Board Diversity, by the director need to have more skill in the many profession, expertise in many fields, not regardless of gender, age, nationality.
In order to increase the diversity of the company's board of directors, the company aims to increase the proportion of female directors to 30% by 2029. As of 2025, the company already has two directors with AI/Technology skills, and we aim to enhance the AI/Technology skills of all seven of our existing directors by 2027. The results will be reported to ensure they are in line with the goals set by the company's board of directors and disclosed in the 56-1 One Report annually.

Board of Skill Matrix

The company's board of directors has assessed the diverse range of skills required and appropriately employed by directors (Board of Skill Matrix) for conducting the business. It comprises the knowledge, skills, and expertise necessary for the company's business operations, such as in electronics and industrial fields. International business, innovation and environment, ethics, strategy, economics, finance, accounting, risk management, information technology, human resource management, etc.

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| List of Board Members | Board Skills Matrix of Stars Microelectronics (Thailand) Public Company Limited | | | | | | | | | | | | |
|--|---|-----------------------------------|--|----------------------------|---|---|---|--------------------------------------|----------------------------|---|--|-----------------------------------|--|
| | Knowledge and Experiences | | | | | | | | | | | | |
| | knowledge and understanding in the industry and core business of the company | Strategic planning of the company | Accounting and finance ensuring the accuracy and credibility of the company's financial statement and internal control | Risk and crisis management | Business management and international marketing | Organization and human resources management | AI/Information technology (IT) and digital management | Good corporate governance and ethics | Legal and legal compliance | Organization development and innovation | Production and operational supervision | Economics and resource allocation | Environment, society, and sustainability |
| 1. Associate Professor Dr. Preecha Jarungidanan | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | | ✓ | ✓ |
| 2. Mr. Prompong Chaikul | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ |
| 3. Associate Professor Dr. Aekkachai Nittayagasetwat | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | | ✓ | ✓ |
| 4. Professor Dr. Kamphol Panyagometh | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | | ✓ | ✓ |
| 5.Assistant Professor Dr. Jitkasame Ngarmnil | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✓ |
| 6. Mr. Nattapong Chaikul | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ |
| 7. Mr. Yunyong Sawasdi | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | | | ✓ |

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Selection of Directors and Independent Directors

The Nomination & Remuneration Committee will responsibility to select persons to become directors, the company has a policy to search for and select persons considering

The new directors recruited must possess knowledge, ability and experience related to the company's business and are in line with the company's business strategies now and in the future.

Principles in appointment and removal of directors are as follows:

1. The Company's Board

Comprises at least 5 directors and no more than 12 directors. No less than half of the directors must have residence in the Kingdom and must meet the qualifications stipulated by law. Directors are not allowed to conduct business as partner or director of other corporate bodies of a similar nature or conduct business in competition with the company, except when the shareholders have been informed at a meeting prior to the appointment.

2. The shareholders appoint directors

By the majority of votes according to the following principles and methods.

- 2.1 Shareholders are entitled to one vote per share.
- 2.2 Shareholders are to vote for directors one candidate at a time.
- 2.3 Persons winning the highest number of votes are selected as directors, of which the number is equal to that required or to be selected on that occasion; in the case of an equality of votes, the Chairman shall cast the deciding vote.

3. At every annual general meeting, one-third of the directors shall retire from office

If the number of directors to retire from office is not a multiple of three, then the number of directors closest to one-third shall retire. The directors to retire from office pursuant to the first paragraph in the first and the second years shall be determined by drawing lots. In every subsequent year, the directors who have served longest in office shall retire. A retiring director based on the preceding shall be eligible for re-election.

4. If an office of director is vacated other than by rotation

The Board of Directors may appoint a person who is qualified and is not prohibited under the law as a director in his place at the following meeting of the Board of Directors unless the remaining tenure of the director is less than 2 months. The replacement director shall assume the director's office for only as along as the remaining tenure of the replaced director.

5. At a meeting

The shareholders may pass a resolution for any director to leave the office before the end of their term with no less than three-fourths of the shareholders attending the meeting, having the right to vote and having total shares of no less than half of the shares held by the shareholders attending the meeting.

The orientation for the new Company Directors

The Board of Directors has set the policy to provide an orientation to all new company directors due to the realized importance of providing them with the knowledge and understanding of the company's business and procedures needed prior to attending their first Board of Directors' meeting. The company secretary prepares useful and necessary documents for new company directors such as: the company's rules and regulations, business model, company director's manual, authority and responsibility of company directors, business ethic and employee's code of conduct, information disclosure, compensation and benefits of company directors and the directors of subcommittee, general information and information of the management team. All new company directors are invited to visit the company

All new directors will be required to attend the training course of "Company director of listed companies" organized by the Institute of Directors Association at the company's expense.

For year 2025, the Company has not increased the number of directors. This is because the number of directors is appropriated for the Company's business operations.

Independent Director Nomination

Independent directors must form no less than one-third of the total number of directors and there must be no less than three independent directors. The selection and nomination guidelines of independent directors are similar to those of directors and executives. Those selected to assume the positions of independent directors must have the qualifications stipulated by the company.

Year 2025, the Company have 3 Independent Directors from total 7 person and all of Independent Directors have a good qualification accordant with company wanted.

The Company has a policy to limit the number of years in the position of an Independent director to not more than 9 years, whereby the Company has at least 1 independent director over 9 years.

Audit Committee Nomination

Audit Committee must be no less than three independent directors. The selection in the same method of independent directors Moreover the Audit Committee must have the qualifications stipulated by the law.

Year 2025, the Company have 3 Audit Committee members with all of Audit committee member were Independent Director.

Top Management Nomination

Executive Committee has authorize to hire, appoint, transfer, remove, discharge or terminate, fix the salary for the top management of the company from the level of Chief Executive Officer to department directors. The Chairman of Executive Committee has the authority to take action.

For the CEO position, in case of hiring, appointing, transferring, removing, terminating and fixing the salary, the Chairman of the Executive Committee has authority to submit to the Board of Directors ' Meeting to consider and approve.

Holding a Director Position in Other companies

The company's directors should limit the number of companies in which they hold a director position to no more than five. This is to ensure that they have adequate time to perform their assigned duties and responsibilities. Directors are required to report to the company should there be any changes therein regarding the holding of directorship in other companies.

Holding the Board of Directorship Positions in Other Companies for the Chief Executive Officer (CEO)

The company has a policy regarding the Chief Executive Officer (CEO) holding the board of directorship positions in other companies. If the CEO wishes to take on a directorship in other companies outside the company's affiliates, prior approval from the Board of Directors must be obtained before assuming the position. Additionally, such a company must not operate in the same business sector or be in competition with the company.

Directors and Executives Development

The company has a policy to develop directors and high-level executives regarding corporate good governance and sustainable management. Directors and executives take part in the training programs organized by the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission (SEC), and the Institute of Directors (IOD). Each director has completed training in the Director Certification Program (DCP) or the Director Accreditation Program (DAP) organized by the IOD.

In this regards, the Company has sent the Company's directors and executives attended training courses organized by the Institute of Directors Association (IOD) in order to develop and increase their knowledge in 2025



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| NO. | Name | | Position | Course | Class | Date |
|-----|-------------|----------------|-------------------|---|--------------|---------------------------|
| 1 | Mr. Yunyong | Sawasdi | Board of Director | Advanced Audit Committee Program (AACP) | AACP 55/2025 | 10,17,24 Feb & 3 Mar 2025 |
| 2 | Mr. Chaiyot | Thaveeratitham | CFO | Director Accreditation Program (DAP) | DAP 227/2025 | 10-11 Feb 2025 |

Evaluation of Board of Directors

The results show in percentage from the full score in each category as follow:

Self-evaluation of the Board of Directors and sub-committees

The company has a policy for the Board of Directors and sub-committees to perform self-evaluation at least once a year to help them review their performances, issues, and obstacles during the past year, as well as to evaluate their strengths and oversights. This is to improve the efficiency of future work and promote a good understanding among all Board members and to align with the principle of good governance.

The criteria, process, evaluation results, and application for better performance are as follows:

The company has designed an evaluation for the Board of Directors and sub-committees by dividing into five topics, including:

- Topic 1: Board structure and qualifications
- Topic 2: Board meetings
- Topic 3: Roles, duties, and responsibilities of the Board
- Topic 4: Other issues, such as the relationship between the Board and management, and self-development of the Board
- Topic 5: Comments/suggestions for further improvement

| Evaluation Result | Score (Percent) | Indication |
|-------------------|-----------------|-------------------|
| 0 | < 50 | Needs improvement |
| 1 | 50 – 64 | Fair |
| 2 | 65 – 74 | Quite Good |
| 3 | 75 – 84 | Good |
| 4 | ≥ 85 | Very Good |

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For the year 2025, the self-evaluation result was very good, and the Board of Directors and sub-committees have performed their duties in accordance with their mandate and regulations, and worked together effectively. The results are as follow:

Self-evaluation results of the Board of Directors and Individual and sub-committees (SMT)

| | |
|-------------------------------------|------|
| Board and Individual | 100% |
| Audit Committee | 100% |
| Nomination & Remuneration Committee | 100% |
| Risk Management Committee | 100% |

The Board of Directors and sub-committees will continuously improve to align with their duties and responsibilities, in order to achieve better evaluation scores next year.

Evaluation of chief Executive Officer

The company evaluates the Chief Executive Officer’s performance annually for consideration of remuneration which is fair to both the company and the Chief Executive Officer by relying on the principles practiced by the majority of listed companies and agreed to in advance with the Chief Executive Officer according to specific criteria. Evaluation criteria include financial performance and achievement of long-term strategic goals. Both financial metrics and non-financial metrics are used in performance evaluation.

Financial Metrics: e.g. income net profit, net earnings per share, return on fixed assets, return on equity and Economic Value Added–EVA etc.

Non-Financial Metrics: e.g. vision, leadership, achievement of strategic plans, risk management, good relations with the Board of Directors, response to need and directions of the Board of Directors, communications, human resources management, market expansion, etc.

Year 2025, the result of the evaluates of CEO show a good.

Management Succession Plan

The company has a management succession plan with selection procedures considering both candidates from within and outside the company. It has an appropriate system to select directors and important executives in line with the management succession plan. Each position is filled through a transparent and fair selection process.

8.1.2 Meeting attendance and remuneration payment to each Board member

Remuneration for the Board of Directors

At the 2025 shareholders’ annual general meeting on 24 April 2025, the meeting approved Board of Directors remuneration as follows.

| | Salary (per month) / Meeting allowance (per time) |
|---|---|
| 1. Chairman | 41,000 baht per month |
| 2. Member of Board of Director | 29,000 baht per month |
| 3. Chairman of Audit Committee | 41,000 baht per month |
| 4. Member of Audit Committee | 35,000 baht per month |
| 5. Meeting allowance of member of Board of Director, Audit Committee, Nomination & Remuneration Committee and Risk Management Committee (specific independence directors only) | 5,000 baht per time |

*Other benefit -Not receive-



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Monetary and Non-monetary Remuneration

Remuneration for the Board of Directors

At fiscal year end on 31 December 2024 and on 31 December 2025, remuneration for directors 3,536,000 baht and 3,591,000 baht respectively in the form of monthly compensation and attendance fees as detailed below.

(unit:Baht)

| Director Name | Fiscal year 2024 ending December 31 st , '24 | | Fiscal year 2025 ending December 31 st , '25 | |
|---|--|----------------------------|--|----------------------------|
| | Attendance fee (baht/year) | Meeting fee (baht/year) | Attendance fee (baht/year) | Meeting fee (baht/year) |
| 1. Assoc. Prof. Dr. Preecha Jarungidanan | 984,000 | 60,000 | 984,000 | 75,000 |
| 2. Mr. Prompong Chaikul | 348,000 | 30,000 | 348,000 | 35,000 |
| 3. Assoc. Prof. Dr. Aekkachai Nittayagasetwat | 420,000 | 60,000 | 420,000 | 70,000 |
| 4. Prof. Dr. Kamphol Panyagometh | 420,000 | 70,000 | 420,000 | 75,000 |
| 5. Assistant Professor Dr. Jitkasame Ngarmnil | 348,000 | 30,000 | 348,000 | 35,000 |
| 6. Mr. Yunyong Sawasdi | 348,000 | 40,000 | 348,000 | 55,000 |
| 7. Mr. Nattapong Chaikul | 348,000 | 30,000 | 348,000 | 30,000 |
| Total | 3,216,000 | 320,000 | 3,216,000 | 375,000 |

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Non-monetary Remuneration



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| Name list | | Attendance in Board of Director Meeting | Attendance in Audit Committee Meeting | Attendance in Nomination& Remuneration Committee Meeting | Attendance in Risk Management Committee Meeting | Attendance in Shareholders 'Annual General Meeting '2025 |
|-----------|---|---|---------------------------------------|--|---|--|
| 1 | Associate professor Dr. Preecha Jarungidanan | 7/7 | 4/4 | 4/4 | - | 1/1 |
| 2 | Mr. Prompong Chaikul | 7/7 | - | - | 4/4 | 1/1 |
| 3 | Associate professor Dr. Aekkachai Nittayagasetwat | 7/7 | 4/4 | 4/4 | - | 1/1 |
| 4 | Professor Dr. Kamphol Panyagometh | 7/7 | 4/4 | - | 4/4 | 1/1 |
| 5 | Assistant Professor Dr. Jitkasame Ngarmnil | 7/7 | - | - | - | 1/1 |
| 6 | Mr. Yunyong Sawasdi | 7/7 | - | 4/4 | 4/4 | 1/1 |
| 7 | Mr. Nattapong Chaikul | 7/7 | - | - | - | 1/1 |

**Annual General Meeting year 2025 on 24 April 2025

In the past year, there was a meeting between the company's directors who are not executives. without the company's management participating, 1 time

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8.1.3 Supervision of subsidiaries and associated companies

Corporate Governance Policy of Subsidiaries and Associated Companies

Stars Microelectronics (Thailand) Public Company Limited ("the Company") has established important guidelines for supervision of operations of subsidiaries and associated companies to manage benefit of investments portfolio in accordance with good corporate governance guidelines of the Public Act, the Securities and Exchange Act including announcements, rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand with details as follows

1. Appointment and responsibilities of persons who are directors or executives of subsidiaries and associates

- 1.1 Number of directors or executives to be appointed by the Company to supervise business of subsidiaries or associated company should at least have the number of directors in accordance with their shareholding proportion or business agreement.
- 1.2 The Executive Committee of the Company shall consider and propose persons or representative of the company to be directors or executives of subsidiaries and associated companies to The Board of Directors of the Company for approval. However, the person appointed as the Company's representative must possess the qualifications, not prohibit under any applicable laws or requirements. Also have knowledge ability to manage the Company's investments for benefit.
- 1.3 Person appointed by the Company to hold the position of directors or executives of subsidiaries and associated companies have the duties and responsibilities as follows:
 - 1.3.1 Determine and supervise business strategies, policies, business plans and business directions of subsidiaries in accordance with the Board of Directors resolutions and policies.
 - 1.3.2 Supervise subsidiaries and associated companies to perform in accordance with laws, regulations, rules, relevant notifications, Board of Directors resolutions and Shareholders meeting

- resolutions including operating in accordance with good corporate governance policy and internal control system.
- 1.3.3 Discretionary voting in the Board of Directors' meeting of subsidiaries or associated companies relating to general management and conducting normal business for maximize the Company and its subsidiaries or associated companies benefit.
- 1.3.4 Not entering and not participating in the approval of transaction having conflict of interest or stakeholders of subsidiaries or associated companies.
- 1.3.5 Supervise, recommend and monitor subsidiaries or affiliates having performance be in line with target, business plan and determined budgets.
- 1.3.6 Report on operation problems, significant financial problems and conflicts of interest transactions of the subsidiaries to the Company including collecting information, documents and attending to clarify the issues requested by the Company.

2. Matters that require approval from the Board of Directors of the Company

- The following transaction, directors or executives of the subsidiaries appointed by the Company must seek approval from the Board of Directors of the Company before the Subsidiary organizes the Board of Directors meeting and / or shareholder meeting (depending on the transaction) for their approval before entering into the transaction.
- 2.1 Appointment of directors or executives, number of appointed persons shall at least be in shareholding proportion or business agreement.
 - 2.2 Issuance of new ordinary shares of a subsidiary or any other action resulting the dilution of the Company's shareholding proportion.
 - 2.3 Payment and omission of annual dividends or interim dividends of subsidiaries.
 - 2.4 Consideration and approval of the subsidiaries' annual business plans and budgets.
 - 2.5 Appointment of the auditor of the subsidiaries.

- 2.6 Amendments of the Articles of Association of the Subsidiaries affecting the financial position, performance including the right to appoint persons to be directors or executives, the right to vote in the Board of Directors meeting or the Shareholders meeting and dividend payment policy of subsidiaries
- 2.7 Entering into connected transaction or the acquisition or disposition of assets of subsidiaries, including but not limited to sales, purchase, transfer, receive, waiver, and entering into, amendment and cancellation of lease agreement.
- 2.8 Providing or receiving financial assistance such as borrowing, lending, credit granting, guarantee or any binding acts cause financial obligations to subsidiaries.
- 2.9 Disposing of the subsidiaries.
- 2.10 Any other transactions which are not normal business of the subsidiaries or having a significant impact on the Company.

In this regard, relevant laws, rules, announcements and regulations of the regulators shall be applied mutatis mutandis.

3. Business plans, financial statements, budgets and disclosure of subsidiaries

- 3.1 Annual business plans and budgets of subsidiaries shall be prepared and proposed to the Board of Directors for approval before the new fiscal year.
- 3.2 Subsidiaries must prepare financial statements. (Report of financial status and performance) on a monthly basis, including analysis reports in detail regarding Financial position, Performance and Details of various expenses compared to the previous period and the budgets approved by the Board of Directors of the Company Within time determined by the Company.
- 3.3 Subsidiaries must disclose the Connected transaction, Acquisition or disposition of assets, Expansion of new investment and Non-normal business transactions of the subsidiaries for the Company to consider before subsidiaries enter into these transactions. Subsidiaries shall also disclose the progress and success of these transactions to the Company as well.
- 3.4 Subsidiaries must avoid any conflict of interest transactions unless necessary

- which has been informed to the Company for consideration and approval before entering the transaction. Moreover, the Stakeholders must not participate in the approval of such transaction.
- 3.5 Subsidiaries shall provide and / or facilitate the Third-Party Independent Auditor to audit the financial statements and report to the Company every 3 years or as specified by the Company.
- 3.6 Subsidiaries are required to clarify and / or deliver relevant documents to the Company within the specified period when the Company requested.
- 3.7 Subsidiaries must provide channels for receiving complaints and management guidelines for persons both inside and outside the subsidiaries to inform clues about fraud within the subsidiaries.

4. Insider trading policy of subsidiaries

Directors, Executives and Chief Executive Officer in Accounting and Finance Including the spouse and minor children are prohibited from using inside information of the Company or its subsidiaries for their own or others benefits, and whether they receive compensation or not.

5. Meeting of Directors and Shareholders of subsidiaries

- 5.1 Subsidiaries are required to hold Board of Director's meeting at least once a quarter and report the Board of Directors' meeting resolution to the Company within 15 days form the meeting date.
- 5.2 Subsidiaries are required to hold Shareholders meeting at least once a year and report the Shareholders' meeting resolution to the Company within 30 days from the meeting date.



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8.1.4 Monitoring of compliance with the corporate governance policy and guidelines

Disclosure and Transparency

The Board of Directors have examine and support timely disclosure of the company's business information including financial information and financial reports according to the disclosure regulations of the Securities Exchange of Thailand. Such information is available both in Thai and English for investors, shareholders, and concerned parties to have equal and transparent access to. Also disclosed are auditors' reports, financial figures, and notes to the financial statements. The company also discloses the duties of the Board of Directors and the sub-committees, the number of meetings attended, and directors' remuneration information. The investor relations section is set up to be responsible for providing important information for investors and other concerned parties. The company's information is also disseminated via the Securities Exchange of Thailand and the company's website so investors and stakeholders can have access to its financial and operational information at all times.

According to company regulations, directors and the top four executives after the Chief Executive Officer, and those in management positions in accounting or finance from the sectional level up or equivalent, are required to report their interests and stakes using the interest disclosure report form without delay when a certain transaction may be regarded as having an impact relating to their interests. The reports made shall be in care of the company's secretary.

Inside Information control

The company's measures and guidelines regarding confidentiality and use of inside information to prevent the misuse of such information for the advantage of the company's executives and personnel are summarized below.

- 1. The Board of Directors, management team, employees and staff of the company shall keep the company's secrets and/or inside information confidential.
- 2. The Board of Directors, management team, employees and staff of the company shall not

- disclose or seek advantage from the company's secrets and/or inside information for their own benefit or for the benefit of any other party either directly or indirectly whether or not any benefit is actually received.
 - 3. The Board of Directors, management team, employees and staff of the company shall not buy, sell, transfer, or acquire the company's securities via the use of the company's secrets and/or inside information and/or carry out any act using the company's secrets and/or inside information which may cause direct or indirect damage to the company. This stipulation also applies to spouses and children under legal age of the Board of Directors, management team, employees and staff. Any violation shall be considered a serious offence.
 - 4. The Board of Directors and the executives who acquire the company's financial information shall not take advantage of the information within one month before it is disclosed to the public. The company shall notify directors and executives of the prohibition to purchase or sell the company's securities before the financial statements are revealed to the public.
 - 5. If board of directors and top executives intend to buy or sell shares, they must notify the Board of Directors through the Company Secretary at least one business day in advance before making the transaction.
- Statistics on Rule Violations** in 2025: There were no violations regarding the misuse of internal information for personal gain that contradicts criteria from regulating bodies and corporate governance principles. Moreover, no directors or executives were found to have traded the company's shares during restricted periods.
- For Monitoring and Compliance in 2025, the company has communicated and ensured understanding among board of directors, executives, and employees. The Company Secretary has communicated through email the policies and practices of the misuse of internal information, along with reviewing internal information access protocols.
- Additionally, new executives and employees receive this information during orientation and review policies on the use of internal information and confidentiality. A 100% of directors, employees, and executives have been trained this information through e-learning.

- The practice not to violate the intellectual property.**
- The company has set the policy to use and control licensed software to make the employees aware and not violate intellectual property and make the announcement to all levels of employees. The IT department of the company inspects the software programs of the employees once a year to prevent the violation of the licensed software.
- Information Technology Security, Cybersecurity, and Data Protection Policy**
- Stars Microelectronics (Thailand) Public Company Limited places the highest priority on maintaining the Confidentiality, Integrity, and Availability (CIA) of information, as well as ensuring the operational continuity of our information technology systems and the systems supporting critical business processes. Our objective is to prevent unauthorized access to sensitive information, mitigate risks from cyber threats, and protect personal data in compliance with relevant laws and practices. To enhance governance and internal controls, the company has established key policies and measures including:
- **Identity and Access Management (IAM) Policy:** To ensure that users can access only the systems and information authorized for their specific roles and responsibilities under a designated timeframe and subject to periodic access reviews.
 - **User Authentication Policy through Multi-Factor Authentication (MFA):** Including username and password requirements to increase security for accessing critical systems.
 - **Cyber Threat Prevention Measures:** Covering continuous monitoring, incident management, protection against malware and phishing, regular security patch updates, and the control of information system usage based on risk level.
 - **Personal Data Protection Measures:** To prevent the unlawful access, use, disclosure, or loss of personal data in accordance with legal requirements.
- In terms of governance, the company is overseen by **the Risk Management Committee and Senior Management**, with progress-tracking meetings conducted on a quarterly basis. Reports are submitted to the Board of Directors to provide

- updates on risk status, significant incidents, operational performance, and the progress of enhancement plans for cybersecurity controls and personal data protection.
- 2025 Performance Results**
- 1) Network and Corporate Information System Security**
- In 2025, there were a total of 0 (zero) Information Security Incidents. Any potential issues were addressed according to the incident management process, and **they caused no significant damage to the organization.**
 - The Company continuously communicates and campaigns to foster information security awareness among employees, covering topics such as personal data care, threat prevention guidelines, safe system usage practices, and understanding relevant laws and regulations, including the Personal Data Protection Act (PDPA).
- 2) Cybersecurity**
- In 2025, the company conducted a total of **4 online cybersecurity training courses.** Participation accounted for 98% of the total target group, and **100%** of participants successfully passed the assessment.
 - 2025, **no breaches of information security systems or severe cybersecurity incidents** that caused damage to the company **were discovered.**
 - In 2025, **no significant incidents involving the leakage, theft, or loss of personal data were uncovered.**
 - In 2025, **no employees were fined or penalized** due to violations of information security systems or actions related to cybersecurity incidents.
- 3) Personal Data Protection**
- In 2025, **no substantiated complaints** regarding personal data breaches **were uncovered.**
 - In 2025, **no significant incidents involving the leakage, theft, or loss of customer data were uncovered.**
- Progress in Enhancing the Information Security Management System according to ISO/IEC 27001:2022 and the 2026 Certification Plan**



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To elevate information security management to international standards, the company has commenced the establishment and development of an Information Security Management System (ISMS) **in alignment with the ISO/IEC 27001:2022 standard**. The objective is to create a systematic information risk management framework covering policy formulation, control processes, monitoring and evaluation, and continuous improvement.

Key Guidelines and Activities Implemented/In Progress (Aligned with ISO/IEC 27001:2022)

The company has operated in alignment with the core principles of the ISO/IEC 27001:2022 standard in key areas such as:

- **Establishing the ISMS governance framework and defining the roles and responsibilities** of relevant parties, including monitoring and oversight by senior management.
- **Information Security Risk Assessment & Treatment** to determine control measures appropriate to the risk levels.
- **Preparation/Review of Policies, Standards, Procedures, Work Instructions** to ensure they are clear, auditable, and aligned with actual operations.
- **Strengthening Access Control** through IAM/MFA frameworks, the principle of least privilege, and periodic access reviews.
- **Incident Management**, including guidelines for incident logging, root cause analysis, establishing corrective/preventive action plans, and following up on issue closure.
- **Awareness & Training** to ensure that employees understand their roles, responsibilities, and information security guidelines.
- **Internal Audit & Management Review** to evaluate the adequacy of controls and establish continuous improvement plans.
- **Supplier & Third-Party Security Management** by assessing risks and defining appropriate information security requirements.

Certification Plan

The company aims to achieve **ISO/IEC 27001:2022 certification within the third quarter of 2026**. The key operational guidelines for 2026 include:

- Closing gaps and enhancing key controls to full completion in accordance with the risk management plan.
- Conducting internal audits and management reviews according to the schedule to verify readiness prior to the certification audit.
- Preparing operational evidence for the Certification Audit and following up on the revisions (if any) until completion.
- Enhancing the measurement and reporting of information security performance to be more systematic in order to reflect control effectiveness and continuous improvement.

Internal control and Conflicts of Interests

The company considers it important to set a standardized internal control system to build acceptance and reliability among shareholders, investors, as well as stakeholders. To help achieve this, it has set up the Audit Committee, an independent committee whose duties are to ensure the accuracy, completeness, and reliability of the company's internal control system and financial reports. The Audit Committee also ensures the efficiency and effectiveness of the internal control system as well as the transparency and accountability of the working system with special regard to conflicts of interests. The Audit Committee meets with the company's management auditors to consider and make recommendations regarding improvement of the company's internal control system.

In addition to this, the company has set up the Internal Audit Department, which is an independent unit reporting directly to the Audit Committee. The Internal Audit Department duties are to examine the various work systems to ensure that they operate appropriately and in accordance with related rules, regulations, and laws. It then reports the investigation results to the Audit Committee as scheduled in the annual plan.

In 2025, the Audit Committee and the Board of Directors evaluated the company's internal control and opined that the internal control is sufficient. In the Board of Directors' meeting No. 1/2569 on 26 February 2026, the Board of Directors evaluated the company's internal audit system from the report of the Audit Committee and concluded that the company has enough internal control in 5 factors: control environment, risk assessment, control activities, information and communication monitoring.

Currently, the head of internal audit team is Miss Sunan Wongmutthavanich. She is the Director of Internal Audit Department. In year 2025, the Internal Audit Department performed the audit smoothly and completely according to audit plan which approve by the Audit Committee.

Policy on Reporting Interests of Directors and Executives

Stars Microelectronics (Thailand) Public Company Limited (the "Company") requires directors, executives, and related persons to report their interests concerning the management of the company and its subsidiaries in accordance with Section 89/14 of the Securities and Exchange Act B.E. 2551 (2008) and the Securities and Exchange Commission Announcement No. TorJor. 2/2552 regarding the reporting of directors', executives', and related persons' interests. The Board of Directors are designated to determine the guidelines and methods for such reporting as follows:

Directors, executives, and related persons must report their interests to the company using the "Declaration of Directors' and Executives' Interests Form" (as attached) within the specified timeframe:

- Initial Report: Within 15 days from the date the Board of Directors approves the criteria and reporting methods of the Directors' and Executives' interest.
- Report of Changes in Interests: Within 3 business days from the date of any changes, specifying the number of sequences for that change.

The Company Secretary is designated to be responsible for maintaining records of directors' and executives' interest reports and submitting copies to the Chairman of the Board and the Chairman of the Audit Committee within 7 business days of receiving the report. Furthermore, the disclosure of directors' and executives' interests must be included in the company's annual report (One Report).

Prevention of involving in corruption.

The company assigns the Risk Management Committee to take responsibility for evaluating risk of corruption constantly. The RCM evaluates, reviews and improves the measures against corruption and report to the company's Board of Directors to

In order for the operation of Stars Microelectronics (Thailand) Public Company Limited to be in line with good governance and ethics of the Responsible Business Alliance (RBA) and to be in line with international standards against corruption, the company has set the policy against fraud and corruption. The company has announced the policy as the guideline of practice for management team and employees as follows.

1. The company never accepts gifts, fraud or any benefit, which aims to persuade any action unlawfully.
2. The company has ethics and determination to prevent any fraud and set the guidelines for practice against corruption. The company investigates and reviews the guideline on a regular basis.
3. The management team and employees are responsible for preventing any fraud. If any inappropriate conduct is found, they must report to the supervisor by letter via suggestion boxes in the company's canteen.
4. External persons, who find that there may be any fraud or any acts that may lead to illegal matters, can inform the company via email : complainbox@starsmicro.com
5. The company guarantees the safety for anyone who reports any misconduct and will assign an officer to investigate every matter. The company will treat each matter as highly confidential.



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Direction of evaluation in line with the direction of corruption prevention.

The company has set the direction as follows:

1. Executives and employees must act and evaluate themselves according to the direction of the business ethic of the company, code of conduct and code of conduct of RBA (Responsible Business Alliance) announced by the company and international standard of corruption prevention.
2. The Risk Management Committee must evaluate the risk of corruption and gathers important issues to present to the Audit Committee and the Board of Directors.
3. The Audit Committee and the Board of Directors must investigate, order to correct and assign the Risk Management Committee to follow up and report continuously.
4. In 2025, The Company has communicated and provide training to employees on corruption prevention including related policies on an ongoing basis including business ethics and gift acceptance policy continually.

In 2025, the company had no penalties nor was any fraud found. Due to the company's good governance, no non-executive company directors resigned. In addition, the company directors' monitoring and follow-up resulted in no acts which have damaged the company's reputation.

In 2025, the company had no any complaint about human rights violation from employees, business partners and neighboring communities. Which the company will encourage employees and executives adhere to universal human rights principles Continuously.



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8.2 Report on the results of duty performance of the Audit Committee in the past year

8.2.1 Specify the total number of the Audit Committee's meetings and the attendance of each member

In year 2025 , the Audit Committee's meetings total 4 times and meeting with the External Auditor only without the management of the company 1 times

(All of The Audit Committee Member attend the meeting completely)

| Audit Committee | Position | Attend the meeting |
|--|-----------------------------|--------------------|
| 1. Associate professor Dr. Preecha Jarungidanan | Chairman of Audit Committee | 4/4 |
| 2. Associate professor Dr. Aekkachai Nittayagasetwat | Audit Committee Member | 4/4 |
| 3. Professor Dr. Kamphol Panyagometh | Audit Committee Member | 4/4 |

8.2.2 Describe the results of duty performance of the Audit Committee

In year 2025, the Audit Committee had meeting and complete their duties as follow,

1. Review the Financial Statement with the External Auditor from EY office Company Limited , every quarter.

2. Report and inform the Audit Committee meeting to the Board, every quarter.

3. Review the transactions between the Company and sub company , to sure that the transactions will normal business not conflict of interest and comply with the Stock Exchange of Thailand's regulation, every quarter.
4. Consideration of the Auditor selection and fixing the remuneration

5. Acknowledge the report from the Internal Auditor, every quarter.

6. Compliance with the law of the Securities and Exchange Commission and the law related to the company's business.

7. Committee has performed its duties independently, carefully, and honestly and has stated its opinions openly to ensure that the company's internal controls are in compliance with the law, rules and regulations related to business.



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8.3 Summary of the results of duty performance of subcommittees

8.3.1 & 8.3.2 Specify the total number of the subcommittees’ meetings and the attendance of each subcommittee member & the results of duty performance of the subcommittees assigned by the Board of Directors

Executive Committee

Year 2025, The Executive Committee meetings total 9 times and complete their duties to consider Business Plan, Strategies, performance accordant with authorities assigned by the Board of Directors.

(All of The Executive Committee member attend the meeting completely)

Executive Committee comprises 8 Directors

| Executive Committee | | Position | Attend the meeting |
|---------------------|-------------------------------|---|--------------------|
| 1 | Mr. Prompong Chaikul | Chairman of the Executive Director | 9/9 |
| 2 | Dr. Nunticha Chaikul | Vice Chairman of the Executive Director | 9/9 |
| 3 | Mr. Nattapong Chaikul | Executive Director | 9/9 |
| 4 | Mr. Yunyong Sawasdi | Executive Director | 9/9 |
| 5 | Dr.Surasit Chungpaiboonpatana | Executive Director | 9/9 |
| 6 | Mr. Naris Chandang | Executive Director | 9/9 |
| 7 | Mr.Chaiyot Thaveeratitham | Executive Director | 9/9 |
| 8 | Dr. Nut Sritirawisarn | Executive Director | 9/9 |

Nomination & Remuneration Committee

Year 2025, The Nomination & Remuneration Committee meetings total 4 times and complete their duties to consider accordant with authorities assigned by the Board of Directors.

The Nomination& Remuneration Committee has the following major duties and responsibilities:

1. Submit proposals regarding remuneration for committees, sub-committees, the Chief Executive Officer, and the Board’s consultants to the Board of Directors and/or shareholders’ meeting for approval
2. Determine the annual retainer fee and the meeting attendance fee and other remuneration as appropriate considering the guidelines practiced by other companies in the same industry, the company’s performance, as well as the responsibilities, knowledge, capabilities,

and experience of directors, the Chief Executive Officer or the consultants required by the company

3. Call the management, supervisors and/or any person concerned to attend meetings to clarify matters or ask and answer questions and/or provide documentation for consideration regarding remuneration. The committee appoints independent experts as appropriate both from within and outside the company at the company’s expense and within the budget approved by the Board of Directors for consultancy as well as makes recommendations regarding decisions on remuneration

4. Set the principles of reporting and submit evaluation reports on the performance of the Board, committees, sub-committees, the Chief Executive Officer, and the Board’s consultants to the Board of Directors

5. Report results on the fulfillment of duties to the Board of Directors every time there is a Remuneration Committee meeting and report the name list, scope of the Remuneration Committee’s authority and duties to shareholders on the Registration Statement Form (Form 56-1) and in the annual report (Form 56-2), for example

6. Consider, review, and make recommendations in case there are changes regarding the Remuneration Committee’s charter to the Board of Directors for approval of amendments as appropriate or in accordance with the rules and regulations of agencies concerned

Duties and responsibilities of Nomination Committee

1. Consider the structure of the company’s Board of Directors in terms of numbers of directors that are suitable for the company’s size, type and complexity of business, qualifications of each director in skills, experiences, specific capabilities related to the business and the main industry in which the company operates.
2. Consider the qualifications of the candidates who will be the company’s independent directors to be suitable for the company. The independence must comply with the rules and

regulations of the Securities and Exchange Commission (SEC).

3. Set the principles and methods of recruitment of candidates to be appointed the company’s directors to be suitable for the company such as the principle to consider the current directors to continue their terms, principle to announce in public to recruit the directors, principle to allow the shareholders to propose the directors, principle to hire the head hunters to recruit the directors, principle to consider the professional directors or principle to allow each director to propose the suitable candidates.
4. Conduct the plan to develop the directors to train current directors and new directors on the company’s business which includes the roles and duties of directors and important developments such as industry situations and rules and laws related to company’s business.
5. Conduct the company’s succession plan and conduct the plan to develop the Chairman of the Executive Committee, Chief Executive Officer (CEO), Chiefs and members of the top management continuously to have the successors in case the above mentioned positions retire or cannot perform their duties to ensure the company runs continuously.
6. Propose the principle to recruit the company’s directors, independent directors, directors of sub-committees, top management members, CEO, Chiefs and top management members of Finance & Accounting department.
7. Recruit, select and propose the qualified candidates to hold the top management positions to the Board of Directors to consider appointing and fixing the remuneration.
8. Propose the principles, methods and steps to evaluate the performance of top management members.
9. Evaluate the performance of the company’s directors, sub-committee’s directors and top management members.
10. Others elated to nomination and assigned by the Board of Directors.

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The Company's Nomination& Remuneration Committee comprises the following three members:

| | Nomination & Remuneration Committee | Position | Attend the meeting |
|---|---|--|--------------------|
| 1 | Associate Professor Dr. Preecha Jarungidanan | Chairman of Nomination& Remuneration Committee | 4/4 |
| 2 | Associate professor Dr. Aekkachai Nittayagasetwat | Nomination& Remuneration Committee Member | 4/4 |
| 3 | Mr. Yunyong Sawasdi | Nomination& Remuneration Committee Member | 4/4 |

The Chairman of Nomination & Remuneration Committee is Independent Director and more are Independent Director in the Committee.

(All of The Nomination & Remuneration Committee member attend the meeting completely)

Risk Management Committee

Year 2025, The Risk Management Committee meetings total 4 times and complete their duties to consider The Risk Management Committee was set up as a unit to study, follow up on, evaluate and prioritize risks, and then provide the Board of Directors with advice regarding reduction of risks and taking action to reduce risks that may result either from internal and external factors accordant with authorities assigned by the Board of Directors.

(All of The Risk Management Committee member attend the meeting completely)

The Risk Management Committee:

| | Risk Management Committee | Position | Attend the meeting |
|---|----------------------------------|---|--------------------|
| 1 | Professor Dr.Kamphol Panyagometh | Chairman of the Risk Management Committee | 4/4 |
| 2 | Mr. Prompong Chaikul | Risk Management Committee Member | 4/4 |
| 3 | Mr. Yunyong Sawasdi | Risk Management Committee Member | 4/4 |
| 4 | Mr. Naris Chandang | Risk Management Committee Member | 4/4 |
| 5 | Mr. Chaiyot Thaveeratitham | Risk Management Committee Member | 4/4 |
| 6 | Dr. Nut Sritirawisarn | Risk Management Committee Member | 2/4 |
| 7 | Mrs. Monteain Nilthakoch | Risk Management Committee Member | 4/4 |
| 8 | Miss. Sunan Wongmutthavanich | Risk Management Committee Member | 3/4 |
| 9 | Mr. Yos Sahadsadee | Risk Management Committee Member | 1/2 (New member) |



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9.1 Internal control

The company considers it important to set a standardized internal control system to build acceptance and reliability among shareholders, investors, as well as stakeholders. To help achieve this, it has set up the Audit Committee, an independent committee whose duties are to ensure the accuracy, completeness, and reliability of the company's internal control system and financial reports. The Audit Committee also ensures the efficiency and effectiveness of the internal control system as well as the transparency and accountability of the working system with special regard to conflicts of interests. The Audit Committee meets with the company's management auditors to consider and make recommendations regarding improvement of the company's internal control system.

In addition to this, the company has set up the Internal Audit Unit, which is an independent unit reporting directly to the Audit Committee. The Internal Audit Unit's duties are to examine the various work systems to ensure that they operate appropriately and in accordance with related rules, regulations, and laws. It then reports the investigation results to the Audit Committee as scheduled in the annual plan.

In 2025, the Audit Committee and the Board of Directors evaluated the company's internal control and opined that the internal control is sufficient. In the Board of Directors' meeting No. 1/2569 on 26 February 2026, the Board of Directors evaluated the company's internal audit system from the report of the Audit Committee and concluded that the company has enough internal control in 5 factors: control environment, risk assessment ,control activities, information and communication monitoring.

Currently, the head of internal audit team is Miss Sunan Wongmutthavanich. She is the Director of Internal Audit Department. In year 2025, the Internal Audit Department performed the audit smoothly and completely according to audit plan which approve by the Audit Committee.

9.2 Related party transactions (If any)

Related party transactions between the company and the person who may have conflict can be summarized as follow:

Related party transactions between shareholders and related companies

Some of the company's raw materials and machinery buy and sales is conducted through the company's agents who are also the company's shareholders and through subsidiary companies that the company co-invested in 2005 because they have expertise in marketing and networks globally. They have upper-hands in contacting customers, especially international ones, and in sourcing raw materials and machinery. The purchase price of raw materials through marketing agents and subsidiaries are similar to market price whereas selling prices are cost plus margin.

The management of the company sets up procedures for approving the aforementioned transactions similar to what the company has done with regular customers without biases. The company formulates the related party transactional policy to follow the market price mechanism. In addition, the company has a purchasing policy in accordance with IATF 16949 by comparing 2-3 vendors in AVL (Approved Vendor List) and select a vendor from quality, price, and payment term. This is the same criteria that applies to all companies.

The necessity and reasonableness of such transactions are for the best interest of the Company

The company completed a number of related transactions with its subsidiaries, related companies, and associate companies as they are major operators in the electronic components trade, making contributions and providing support for the company's business operations. However, any related transactions with persons who potentially have conflicts of interest were trade transactions carried out for the company's maximum benefit and in accordance with trade conditions as practiced with business partners in general who have to rely on each other in trading products or services.

The Audit Committee's Comments on Related Party Transactions

The company's related transactions are considered and addressed by its Audit Committee to ensure that they are normal business transactions with no special conditions and no transfer of interest among the company, its subsidiaries, associate companies, related companies or shareholders. In addition, regarding pricing, the policy for related transactions between the company and related businesses is similar to the policy between the company and non-related persons /businesses and carried out in the company's interests (Fair and at arm's length).

Measure or procedure for the authorization of related party transactions

The company is involved in two types of related transactions:

- (1) Normal and continuous transactions and
- (2) Special transactions by measure or procedure of related transactions approval. These types of transactions are described below.

1. Normal and continuous transactions

For these transactions, the company's Board of Directors sees that they are carried out in accordance with the law, rules, regulations, announcements and orders of the Securities Exchange of Thailand, and with the regulations of the Stock Exchange of Thailand and the Office

of the Securities and Exchange Commission (SEC). This includes compliance with regulations regarding disclosure of connected transactions, and acquisition or disposition of the company or its subsidiaries' major assets as well as accounting standards set by the Federation of Accounting Professions.

2. Special transactions

For these transactions, the company assigns the Audit Committee to make comments regarding their merit and propose to the Board for approve. In cases where the Audit Committee has no expertise regarding the related transactions that might occur, the company shall consult those with special expertise such as auditors, independent estimators, or independent legal offices and those persons with possible conflicts of interest to provide comments regarding the related transactions. These comments shall be taken into consideration by the Audit Committee and/or Board of Directors and/or shareholders depending on the case being considered. However, the company shall disclose the related transactions in the notes to the financial statement reviewed by the company's auditors and present in Annual Report and form 56-1

Trends for Future Related Party Transactions

As for future related transactions, the board of directors promises to see that the company complies with the law, rules, regulations, announcements and orders of the Securities Exchange of Thailand, and with the regulations of the Stock Exchange of Thailand and the office of the Securities and Exchange Commission (SEC).The company shall also abide by Regulations regarding disclosure of connected transaction and acquisition or disposition of the company or its subsidiaries' major assets as well as accounting standards set by the Federation of accounting professions. The audit committee shall review the merit, prices, and conditions of the transactions to assess whether they are in accordance with normal business conditions. Executives and stakeholders are not allowed to participate in approving such related transactions.

For the years ending December 31, 2025, 2024 and 2023 the Company has related transactions with shareholders and related companies as follows.



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Related party transactions



| Subsidiaries Company | Transactions with subsidiaries | Related | 2025 (Jan- Dec 25) | 2024 (Jan- Dec 24) | 2023 (Jan- Dec 23) | Policy of price |
|----------------------------|--------------------------------------|---------|-----------------------|-----------------------|-----------------------|------------------|
| STARS MICROELECTRONICS-USA | Sales and Service Income | 59.00% | 108,147,831.13 | 416,398,843.97 | 618,347,139.88 | cost plus method |
| | Trade receivables | | - | 71,243,241.13 | 72,222,733.88 | |
| | Other payable | | 1,111,026.00 | 1,195,113.50 | 1,446,776.12 | |
| | Other income | | 3,912,061.00 | 4,209,643.00 | 1,115,121.89 | agree price |
| | Other Trade receivables | | 603,795.54 | 673,796.06 | 23,524.05 | |
| | Other expense | | 6,922,641.25 | | 33,701,189.26 | agree price |
| SMT GREEN ENERGY CO.,LTD. | Other income | 99.50% | 19,173.71 | 17,104.44 | 12,930.40 | agree price |
| | Allowance for expected debit losses | | (19,173.71) | (17104.44) | (12,930.40) | |
| | Net Other income | | - | - | - | |
| | Short term Loan | | 270,000.00 | 260,000.00 | 210,000.00 | |
| | Allowance for expected credit losses | | (270,000.00) | (260,000.00) | (210,000.00) | |
| | Net Short term Loan | | - | - | - | |
| | Other receivables | | 66,161.21 | 46,987.50 | 29,883.06 | |
| | Allowance for expected credit losses | | (66,161.21) | (46,987.50) | (29,883.06) | |
| | Net Other receivables | | - | - | - | |
| | | | | | | |

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Report of responsibility for financial statements of the Board of Directors

The company's Board of Directors are responsible for the company's and its subsidiaries' financial statements and a separate financial statement of the company for the annual report. The said financial statements were prepared according to the accounting standard generally approved in Thailand. The company uses the appropriate accounting policy and implements the policy on a regular basis. The company considers carefully and forecasts appropriately and reveals enough information in the notes of the financial statements.

The company's Board of Directors set the efficient and effective internal system to be confident that accounting records are correct, complete, and timely and protect against fraud and abnormal operations.

The company's Board of Directors assigns the Audit Committee comprised of the independent directors to take responsibility for the quality of the financial statements and the internal control. The opinion of the Audit Committee is in this annual report.

The company's Board of Directors feels that the company's internal control system and the internal audit of the company is sufficient and believes reasonably that the company's and its subsidiaries' financial statements as of 31st December 2025 are correct and believable according to the generally accepted accounting standard.



Associate Professor Dr. Preecha Jarungidanan
Acting Chairman



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Independent Auditor's Report

To the Shareholders of Stars Microelectronics (Thailand) Public Company Limited

Opinion

I have audited the accompanying consolidated financial statements of Stars Microelectronics (Thailand) Public Company Limited and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at 31 December 2025, and the related consolidated statements of income, comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information, and have also audited the separate financial statements of Stars Microelectronics (Thailand) Public Company Limited for the same period (collectively "the financial statements").

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Stars Microelectronics (Thailand) Public Company Limited and its subsidiaries and of Stars Microelectronics (Thailand) Public Company Limited as at 31 December 2025, their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

Basis for Opinion

I conducted my audit in accordance with Thai Standards on Auditing. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Group in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that are relevant to my audit of the financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matter

Key audit matter is the matter that, in my professional judgement, was of most significance in my audit of the financial statements of the current period. This matter was addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on this matter.

I have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report, including in relation to this matter. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matter below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

Key audit matter and how audit procedures respond for this matter are described below.



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Revenue recognition

Sales and service income is a material transaction of the financial statements and the sales and service income amount recorded in the accounts has a direct impact on the income statements of the Group. In addition, the Group has customers with different commercial terms including the competition in the electronics manufacturing services industry. There are therefore risks with respect to the amount of revenue recognition. I have examined the revenue recognition of the Group by

- Assessing and testing the Group's internal controls with respect to the revenue cycle by making enquiry of responsible executives, gaining an understanding of the controls and selecting representative samples to test the operation of the designed controls.
- Applying a sampling method to select sales and service transactions to assess whether revenue recognition was fair and appropriate and consistent with the conditions agreed upon between the Group and customers, and whether it was in compliance with the Group's policy.
- On a sampling basis, examining supporting documents for sales and service transactions occurring near the end of the accounting period, and examining supporting documents for sales transactions with particular emphasis on special testing for accounting entries made through journal vouchers.
- Reviewing credit notes that the Group issued after the period-end.
- On a sampling basis, examining debit notes that the Group issued during the year.
- Performing analytical procedures on correlational data of sales transactions, debt records and cash receipts occurring during the year and an analysis disaggregated data to detect possible irregularities in sales transactions throughout the year.

Other Information

Management is responsible for the other information. The other information comprise the information included in annual report of the Group, but does not include the financial statements and my auditor's report thereon. The annual report of the Group is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

When I read the annual report of the Group, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance for correction of the misstatement.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Thai Standards on Auditing will always

detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Thai Standards on Auditing, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the

financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated financial statements. I am responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication. I am responsible for the audit resulting in this independent auditor's report.

Vilailak Laohasrisakul
Certified Public Accountant (Thailand) No. 6140

EY Office Limited
Bangkok: 26 February 2026



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Statement of financial position

As at 31 December 2025



(Unit: Baht)

| | | Consolidated financial statements | | Separate financial statements | |
|-------------------------------------|------|-----------------------------------|---------------|-------------------------------|---------------|
| | Note | 2025 | 2024 | 2025 | 2024 |
| Assets | | | | | |
| Current assets | | | | | |
| Cash and cash equivalents | 7 | 394,857,089 | 286,003,243 | 391,756,973 | 272,791,373 |
| Trade and other current receivables | 6, 8 | 372,414,451 | 426,685,424 | 372,605,384 | 428,980,566 |
| Inventories | 9 | 502,057,865 | 468,629,413 | 502,057,865 | 468,629,413 |
| Other current financial assets | | 8,032,430 | - | 8,032,430 | - |
| Other current assets | | 17,557,934 | 14,834,462 | 17,547,566 | 14,801,982 |
| Non-current assets held for sale | 10 | - | 55,660,587 | - | 55,660,587 |
| Total current assets | | 1,294,919,769 | 1,251,813,129 | 1,292,000,218 | 1,240,863,921 |
| Non-current assets | | | | | |
| Investments in subsidiaries | 11 | - | - | 429,238 | 429,238 |
| Advance payment for assets | | 13,383,782 | 8,502,532 | 13,383,782 | 8,502,532 |
| Investment in equity instrument | | | | | |
| of non-listed company | 12 | 27,868,476 | 3,317,059 | 27,868,476 | 3,317,059 |
| Property, plant and equipment | 13 | 974,859,315 | 1,099,171,904 | 974,859,315 | 1,099,171,904 |
| Intangible assets | 14 | 25,762,443 | 32,101,244 | 25,762,443 | 32,101,244 |
| Deferred tax assets | 24 | 8,809,630 | 21,758,327 | 6,825,268 | 18,713,663 |
| Other non-current assets | | 4,297,532 | 4,090,905 | 4,296,941 | 4,090,512 |
| Total non-current assets | | 1,054,981,178 | 1,168,941,971 | 1,053,425,463 | 1,166,326,152 |
| Total assets | | 2,349,900,947 | 2,420,755,100 | 2,345,425,681 | 2,407,190,073 |

The accompanying notes are an integral part of the financial statements.

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As at 31 December 2025



(Unit: Baht)

| | | Consolidated financial statements | | Separate financial statements | |
|--|-------|-----------------------------------|-------------|-------------------------------|-------------|
| | Note | 2025 | 2024 | 2025 | 2024 |
| Liabilities and shareholders' equity | | | | | |
| Current liabilities | | | | | |
| Short-term loans from financial institutions | 15 | 161,275,000 | 50,000,000 | 161,275,000 | 50,000,000 |
| Trade and other current payables | 6, 16 | 397,211,887 | 368,181,118 | 398,278,211 | 368,029,157 |
| Current portion of lease liabilities | 17 | 1,351,717 | 1,175,121 | 1,351,717 | 1,175,121 |
| Income tax payable | | 38,473 | 27,317 | - | - |
| Derivative liabilities | 31.1 | - | 1,866,035 | - | 1,866,035 |
| Advanced deposit | 10 | - | 96,000,000 | - | 96,000,000 |
| Other current liabilities | | 9,751,785 | 8,017,304 | 8,492,588 | 7,011,253 |
| Total current liabilities | | 569,628,862 | 525,266,895 | 569,397,516 | 524,081,566 |
| Non-current liabilities | | | | | |
| Lease liabilities, net of current portion | 17 | 2,954,761 | 1,021,263 | 2,954,761 | 1,021,263 |
| Non-current provision for employee benefits | 18 | 60,303,830 | 68,237,708 | 60,303,830 | 68,237,708 |
| Deferred tax liabilities | 24 | 7,445,988 | 9,943,433 | 7,445,988 | 9,943,433 |
| Other non-current liabilities | | 517,198 | 541,648 | 517,198 | 541,648 |
| Total non-current liabilities | | 71,221,777 | 79,744,052 | 71,221,777 | 79,744,052 |
| Total liabilities | | 640,850,639 | 605,010,947 | 640,619,293 | 603,825,618 |

The accompanying notes are an integral part of the financial statements.

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As at 31 December 2025



(Unit: Baht)

| | | Consolidated financial statements | | Separate financial statements | |
|---|------|-----------------------------------|---------------|-------------------------------|---------------|
| | Note | 2025 | 2024 | 2025 | 2024 |
| Shareholders' equity | | | | | |
| Share capital | | | | | |
| Registered | | | | | |
| 1,062,599,227 ordinary shares of Baht 1 each | | 1,062,599,227 | 1,062,599,227 | 1,062,599,227 | 1,062,599,227 |
| Issued and fully paid | | | | | |
| 845,584,063 ordinary shares of Baht 1 each | | 845,584,063 | 845,584,063 | 845,584,063 | 845,584,063 |
| Share premium | | 440,663,392 | 440,663,392 | 440,663,392 | 440,663,392 |
| Capital reserve for share-based payments | | 45,437,971 | 45,437,971 | 45,437,971 | 45,437,971 |
| Retained earnings | | | | | |
| Appropriated - statutory reserve | | 39,100,000 | 39,100,000 | 39,100,000 | 39,100,000 |
| Appropriated - treasury share reserve | 19 | 87,752,857 | 76,048,294 | 87,752,857 | 76,048,294 |
| Unappropriated | | 311,720,211 | 403,158,418 | 310,078,849 | 393,262,415 |
| Treasury shares | 19 | (87,752,857) | (76,048,294) | (87,752,857) | (76,048,294) |
| Other components of shareholders' equity | 21 | 24,336,189 | 39,710,690 | 23,942,113 | 39,316,614 |
| Equity attributable to owners of the Company | | 1,706,841,826 | 1,813,654,534 | 1,704,806,388 | 1,803,364,455 |
| Non-controlling interests of the subsidiaries | | 2,208,482 | 2,089,619 | - | - |
| Total shareholders' equity | | 1,709,050,308 | 1,815,744,153 | 1,704,806,388 | 1,803,364,455 |
| Total liabilities and shareholders' equity | | 2,349,900,947 | 2,420,755,100 | 2,345,425,681 | 2,407,190,073 |
| | | - | - | - | - |

The accompanying notes are an integral part of the financial statements.

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Income Statement

For the year ended 31 December 2025



(Unit: Baht)

| | Consolidated financial statements | | Separate financial statements | |
|---|-----------------------------------|----------------------|-------------------------------|----------------------|
| | 2025 | 2024 | 2025 | 2024 |
| Revenues | | | | |
| Sales and service income | 2,031,376,871 | 2,061,442,188 | 2,031,376,871 | 2,061,442,188 |
| Revenue from scrap sales | 14,776,944 | 11,856,947 | 14,776,944 | 11,856,947 |
| Other service income | - | 35,383,350 | 3,912,061 | 39,592,993 |
| Gains on derivatives | 1,866,036 | - | 1,866,036 | - |
| Gain on disposal of property, plant and equipment | 94,716,953 | - | 94,716,953 | - |
| Gains on exchange rate | - | 12,252,705 | - | 12,648,690 |
| Finance income | 13,284,639 | 3,454,015 | 13,284,022 | 3,431,806 |
| Other income | 16,048,211 | 16,033,014 | 16,043,889 | 16,033,014 |
| Total revenues | 2,172,069,654 | 2,140,422,219 | 2,175,976,776 | 2,145,005,638 |
| Expenses | | | | |
| Cost of sales and services | 1,958,820,719 | 2,035,817,300 | 1,958,858,103 | 2,035,817,300 |
| Selling and distribution expenses | 26,477,281 | 37,535,292 | 32,234,800 | 44,732,104 |
| Administrative expenses | 224,854,229 | 233,679,735 | 215,956,924 | 220,023,179 |
| Loss on exchange | 11,066,196 | - | 10,853,508 | - |
| Loss on derivatives | - | 1,833,442 | - | 1,833,442 |
| Total expenses | 2,221,218,425 | 2,308,865,769 | 2,217,903,335 | 2,302,406,025 |
| Loss before finance cost and | | | | |
| income tax expenses (benefits) | (49,148,771) | (168,443,550) | (41,926,559) | (157,400,387) |
| Finance cost | 1,413,272 | 262,044 | 1,417,766 | 262,044 |
| Loss before income tax expenses (benefits) | (50,562,043) | (168,705,594) | (43,344,325) | (157,662,431) |
| Income tax expenses (benefits) | 9,453,168 | (1,017,947) | 8,535,108 | 2,126,499 |
| Loss for the year | (60,015,211) | (167,687,647) | (51,879,433) | (159,788,930) |

The accompanying notes are an integral part of the financial statements.

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Income Statement (Continued)

For the year ended 31 December 2025



| (Unit: Baht) | | | | |
|--|-----------------------------------|----------------------|-------------------------------|----------------------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Profit (loss) attributable to: | | | | |
| Equity holders of the Company | (60,134,074) | (164,464,040) | <u>(51,879,433)</u> | <u>(159,788,930)</u> |
| Non-controlling interests of the subsidiaries | <u>118,863</u> | <u>(3,223,607)</u> | | |
| | <u>(60,015,211)</u> | <u>(167,687,647)</u> | | |
| | | | | |
| Loss per share | | | | |
| Basic loss per share | | | | |
| Loss attributable to equity holders of the Company | <u>(0.07)</u> | <u>(0.19)</u> | <u>(0.06)</u> | <u>(0.19)</u> |

The accompanying notes are an integral part of the financial statements.

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Statement of comprehensive income

For the year ended 31 December 2025



(Unit: Baht)

| | Consolidated financial statements | | Separate financial statements | |
|--|-----------------------------------|---------------|-------------------------------|---------------|
| | 2025 | 2024 | 2025 | 2024 |
| Loss for the year | (60,015,211) | (167,687,647) | (51,879,433) | (159,788,930) |
| Other comprehensive income: | | | | |
| Other comprehensive income not to be reclassified to | | | | |
| profit or loss in subsequent periods | | | | |
| Remeasurement gain on defined benefit plan - | | | | |
| net of income tax | 2,966,249 | - | 2,966,249 | - |
| Loss on changes in value of equity investment | | | | |
| designated at fair value through other comprehensive | (5,384,721) | (457,119) | (5,384,721) | (457,119) |
| Other comprehensive income for the year | (2,418,472) | (457,119) | (2,418,472) | (457,119) |
| Total comprehensive income for the year | | | | |
| | (62,433,683) | (168,144,766) | (54,297,905) | (160,246,049) |
| Total comprehensive income attributable to: | | | | |
| Equity holders of the Company | (62,552,546) | (164,921,159) | (54,297,905) | (160,246,049) |
| Non-controlling interests of the subsidiaries | 118,863 | (3,223,607) | | |
| | (62,433,683) | (168,144,766) | | |

The accompanying notes are an integral part of the financial statements.

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Cash flows statement

For the year ended 31 December 2025



(Unit: Baht)

| | Consolidated financial statements | | Separate financial statements | |
|---|-----------------------------------|---------------|-------------------------------|---------------|
| | 2025 | 2024 | 2025 | 2024 |
| Cash flows from operating activities | | | | |
| Loss before tax | (50,562,043) | (168,705,594) | (43,344,325) | (157,662,431) |
| Adjustments to reconcile loss before tax to net cash | | | | |
| provided by (paid from) operating activities: | | | | |
| Depreciation and amortisation | 194,176,513 | 210,296,342 | 194,176,513 | 210,296,342 |
| Write-offs of withholding tax deducted at sources | - | 69 | - | - |
| Allowance (reversal) for expected credit losses | 985,076 | (198,964) | 601,388 | (131,860) |
| Reversal for impairment loss on investment in subsidiary | - | - | (8,000,000) | - |
| Unrealised (gain) loss on exchange | (35,944) | 4,700,119 | (324,510) | 5,081,413 |
| Gain on sales of machinery and equipment | (94,716,953) | - | (94,716,953) | - |
| Reduction (reversal) of inventory to net realisable value | (9,020,206) | 36,707,176 | (9,020,206) | 36,707,176 |
| Write-offs of machinery and equipment | 306,001 | 81,655 | 306,001 | 81,655 |
| Gain on fair value adjustments of financial asset | (32,430) | - | (32,430) | - |
| Provision for employee benefits | 12,926,612 | 17,774,862 | 12,926,612 | 17,774,862 |
| Loss (gain) on fair value adjustments of derivatives | (1,866,036) | 1,833,442 | (1,866,036) | 1,833,442 |
| Finance income | (13,289,132) | (3,461,689) | (13,284,022) | (3,431,806) |
| Finance cost | 1,417,766 | 262,043 | 1,417,766 | 262,043 |
| Profit from operating activities before changes in | | | | |
| operating assets and liabilities | 40,289,224 | 99,289,461 | 38,839,798 | 110,810,836 |
| Operating assets (increase) decrease | | | | |
| Trade and other receivables | 51,217,314 | (162,793,585) | 53,793,389 | (167,077,114) |

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Cash flows statement (Continued)

For the year ended 31 December 2025



| | Consolidated financial statements | | Separate financial statements | |
|---|-----------------------------------|-------------|-------------------------------|-------------|
| | 2025 | 2024 | 2025 | 2024 |
| Inventories | (24,408,246) | 94,140,736 | (24,408,246) | 94,140,736 |
| Other current assets | (2,723,472) | 4,889,302 | (2,745,584) | 4,911,536 |
| Other non-current assets | (198) | (4,013) | - | (4,013) |
| Operating liabilities increase (decrease) | | | | |
| Trade and other payables | 28,109,157 | 127,906,482 | 29,341,711 | 126,207,402 |
| Other current liabilities | 1,735,344 | 1,339,447 | 1,481,335 | 339,028 |
| Cash paid for long-term employee benefits | (17,152,678) | (8,391,058) | (17,152,678) | (8,391,058) |
| Other non-current liabilities | (24,450) | - | (24,450) | - |
| Cash from operating activities | 77,041,995 | 156,376,772 | 79,125,275 | 160,937,353 |
| Finance income | 13,054,262 | 3,533,858 | 13,029,978 | 3,486,870 |
| Cash paid for interest expenses | (1,188,052) | (282,386) | (1,188,052) | (241,701) |
| Cash paid for income tax | (269,188) | (6,403,029) | (206,429) | (5,908,945) |
| Net cash flows from operating activities | 88,639,017 | 153,225,215 | 90,760,772 | 158,273,577 |
| Cash flows from investing activities | | | | |
| Cash received from advanced deposit | - | 96,000,000 | - | 96,000,000 |
| Cash received from capital reduction of the subsidiary | - | - | 8,000,000 | - |
| Payments of payables for purchases of machinery and equipment | (315,602) | (533,611) | (315,602) | (533,611) |
| Cash paid for investment units in mutual fund | (8,000,000) | - | (8,000,000) | - |
| Increase in advance payment for purchasing asset | (27,318,764) | (3,138,467) | (27,318,764) | (3,138,467) |

The accompanying notes are an integral part of the financial statements.

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Cash flows statement (Continued)

For the year ended 31 December 2025



(Unit: Baht)

| | Consolidated financial statements | | Separate financial statements | |
|--|-----------------------------------|---------------------|-------------------------------|---------------------|
| | 2025 | 2024 | 2025 | 2024 |
| Cash paid for investment in equity instrument of non-listed company | (29,821,858) | (3,888,458) | (29,821,859) | (3,888,458) |
| Acquisition of machinery and equipment | (44,712,562) | (44,100,997) | (44,712,562) | (44,100,997) |
| Cash receipts from disposal of property, plant and equipment | 66,267,944 | - | 66,267,944 | - |
| Acquisition of intangible assets | (1,666,175) | (5,705,427) | (1,666,175) | (5,705,427) |
| Increase in short-term loans to related parties | - | - | (10,000) | (50,000) |
| Net cash flows from (used in) investing activities | <u>(45,567,017)</u> | <u>38,633,040</u> | <u>(37,577,018)</u> | <u>38,583,040</u> |
| Cash flows from financing activities | | | | |
| Increase in short-term loans from financial institutions | 111,275,000 | 50,000,000 | 111,275,000 | 50,000,000 |
| Payment of principal portion of lease liabilities | (1,232,992) | (1,253,644) | (1,232,992) | (1,253,644) |
| Cash received from the exercise of warrants | - | 1,368 | - | 1,368 |
| Treasury shares | (11,704,563) | (24,835,000) | (11,704,563) | (24,835,000) |
| Dividend paid | (32,555,599) | (58,028,545) | (32,555,599) | (58,028,545) |
| Net cash flows from (used in) financing activities | <u>65,781,846</u> | <u>(34,115,821)</u> | <u>65,781,846</u> | <u>(34,115,821)</u> |
| Net increase in cash and cash equivalents | 108,853,846 | 157,742,434 | 118,965,600 | 162,740,796 |
| Cash and cash equivalents at beginning of year | 286,003,243 | 128,260,809 | 272,791,373 | 110,050,577 |
| Cash and cash equivalents at end of year | <u>394,857,089</u> | <u>286,003,243</u> | <u>391,756,973</u> | <u>272,791,373</u> |
| | - | - | - | - |

The accompanying notes are an integral part of the financial statements.

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Cash flows statement (Continued)

For the year ended 31 December 2025



| (Unit: Baht) | | | | |
|---|-----------------------------------|------------|-------------------------------|------------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Supplemental cash flows information | | | | |
| Non-cash transactions: | | | | |
| Purchases of machinery and equipment | | | | |
| which payments have yet to be made | 3,562,191 | 1,515,836 | 3,562,191 | 1,515,836 |
| Transferred land and building to non-current assets held for sale | - | 55,660,587 | - | 55,660,587 |
| Right-of-use assets obtained under lease agreements | 3,343,086 | 2,222,636 | 3,343,086 | 2,222,636 |
| Advance payment for purchasing asset for which was transferred to machinery and equipment | | | | |
| Advance payment for purchasing asset for which was transferred to machinery and equipment | 22,437,514 | 9,054,617 | 22,437,514 | 9,054,617 |
| Advance payment for purchasing asset for which was transferred to intangible assets | - | 1,177,268 | - | 1,177,268 |

The accompanying notes are an integral part of the financial statements.

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Statement of changes in shareholders’ equity

For the year ended 31 December 2025



(Unit: Baht)

| | Consolidated financial statements | | | | | | | | | | | | | | |
|--|--|---------------|--------------------------------------|--|----------------------------------|---------------------------------------|----------------|-----------------|--|--|--|--|--|--|----------------------------|
| | Equity attributable to owners of the Company | | | | | | | | Other components of shareholders' equity | | | | | | |
| | Issued and paid-up share capital | Share premium | Cash receipt from share subscription | Capital reserve for share-based payments | Retained earnings | | | Treasury shares | Other comprehensive income | | | | | | Total shareholders' equity |
| | | | | | Appropriated - statutory reserve | Appropriated - treasury share reserve | Unappropriated | | Revaluation surplus on land | Deficit on changes in value of investment in equity instrument | Capital surplus from changes in shareholding in subsidiary | Total other components of shareholders' equity | Total equity attributable to owners of the Company | Equity attributable to non-controlling interests of the subsidiaries | |
| Balance as at 1 January 2024 | 845,583,721 | 440,662,366 | - | 45,437,971 | 39,100,000 | 51,213,294 | 650,486,003 | (51,213,294) | 39,773,733 | - | 394,076 | 40,167,809 | 2,061,437,870 | 5,313,226 | 2,066,751,096 |
| Loss for the year | - | - | - | - | - | - | (164,464,040) | - | - | - | - | - | (164,464,040) | (3,223,607) | (167,687,647) |
| Other comprehensive income for the year | - | - | - | - | - | - | - | - | - | (457,119) | - | (457,119) | (457,119) | - | (457,119) |
| Total comprehensive income for the year | - | - | - | - | - | - | (164,464,040) | - | - | (457,119) | - | (457,119) | (164,921,159) | (3,223,607) | (168,144,766) |
| Increase in share capital from | | | | | | | | | | | | | | | |
| warrant exercise | 342 | 1,026 | - | - | - | - | - | - | - | - | - | - | 1,368 | - | 1,368 |
| Increase in treasury shares (Note 19) | - | - | - | - | - | - | - | (24,835,000) | - | - | - | - | (24,835,000) | - | (24,835,000) |
| Unappropriated retained earnings transferred | | | | | | | | | | | | | | | |
| to treasury share reserve (Note 19) | - | - | - | - | - | 24,835,000 | (24,835,000) | - | - | - | - | - | - | - | - |
| Dividend paid (Note 20) | - | - | - | - | - | - | (58,028,545) | - | - | - | - | - | (58,028,545) | - | (58,028,545) |
| Balance as at 31 December 2024 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 76,048,294 | 403,158,418 | (76,048,294) | 39,773,733 | (457,119) | 394,076 | 39,710,690 | 1,813,654,534 | 2,089,619 | 1,815,744,153 |
| | | | | | | | | | | | | | | | - |
| Balance as at 1 January 2025 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 76,048,294 | 403,158,418 | (76,048,294) | 39,773,733 | (457,119) | 394,076 | 39,710,690 | 1,813,654,534 | 2,089,619 | 1,815,744,153 |
| Loss for the year | - | - | - | - | - | - | (60,134,074) | - | - | - | - | - | (60,134,074) | 118,863 | (60,015,211) |
| Other comprehensive income for the year | - | - | - | - | - | - | 2,966,249 | - | - | (5,384,721) | - | (5,384,721) | (2,418,472) | - | (2,418,472) |
| Total comprehensive income for the year | - | - | - | - | - | - | (57,167,825) | - | - | (5,384,721) | - | (5,384,721) | (62,552,546) | 118,863 | (62,433,683) |
| Increase in treasury shares (Note 19) | - | - | - | - | - | - | - | (11,704,563) | - | - | - | - | (11,704,563) | - | (11,704,563) |
| Unappropriated retained earnings transferred | | | | | | | | | | | | | | | |
| to treasury share reserve (Note 19) | - | - | - | - | - | 11,704,563 | (11,704,563) | - | - | - | - | - | - | - | - |
| Transfer other comprehensive income from | | | | | | | | | | | | | | | |
| changes in revaluation of assets | | | | | | | | | | | | | | | |
| to retain earning | - | - | - | - | - | - | 9,989,780 | - | (9,989,780) | - | - | (9,989,780) | - | - | - |
| Dividend paid (Note 20) | - | - | - | - | - | - | (32,555,599) | - | - | - | - | - | (32,555,599) | - | (32,555,599) |
| Balance as at 31 December 2025 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 87,752,857 | 311,720,211 | (87,752,857) | 29,783,953 | (5,384,721) | 394,076 | 24,336,189 | 1,706,841,826 | 2,208,482 | 1,709,050,308 |
| | | | | | | | | | | | | | | | - |

The accompanying notes are an integral part of the financial statements.

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Statement of changes in shareholders’ equity (Continued)

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(Unit: Baht)

| | Consolidated financial statements | | | | | | | | | | | |
|--|--|---------------|--------------------------------------|--|----------------------------------|---------------------------------------|----------------|-----------------|--|--|--|----------------------------|
| | Equity attributable to owners of the Company | | | | | | | | Other components of shareholders' equity | | | |
| | Issued and paid-up share capital | Share premium | Cash receipt from share subscription | Capital reserve for share-based payments | Retained earnings | | | Treasury shares | Other comprehensive income | | | Total shareholders' equity |
| | | | | | Appropriated - statutory reserve | Appropriated - treasury share reserve | Unappropriated | | Revaluation surplus on land | Deficit on changes in value of investment in equity instrument | Total other components of shareholders' equity | |
| Balance as at 1 January 2024 | 845,583,721 | 440,662,366 | - | 45,437,971 | 39,100,000 | 51,213,294 | 635,914,890 | (51,213,294) | 39,773,733 | - | 39,773,733 | 2,046,472,681 |
| Loss for the year | - | - | - | - | - | - | (159,788,930) | - | - | - | - | (159,788,930) |
| Other comprehensive income for the year | - | - | - | - | - | - | - | - | - | (457,119) | (457,119) | (457,119) |
| Total comprehensive income for the year | - | - | - | - | - | - | (159,788,930) | - | - | (457,119) | (457,119) | (160,246,049) |
| Increase in share capital from | | | | | | | | | | | | |
| warrant exercise | 342 | 1,026 | | - | - | - | - | - | - | - | - | 1,368 |
| Increase in treasury shares (Note 19) | - | - | - | - | - | - | - | (24,835,000) | - | - | - | (24,835,000) |
| Unappropriated retained earnings transferred | | | | | | | | | | | | |
| to treasury share reserve (Note 19) | - | - | - | - | - | 24,835,000 | (24,835,000) | - | - | - | - | - |
| Dividend paid (Note 20) | - | - | - | - | - | - | (58,028,545) | - | - | - | - | (58,028,545) |
| Balance as at 31 December 2024 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 76,048,294 | 393,262,415 | (76,048,294) | 39,773,733 | (457,119) | 39,316,614 | 1,803,364,455 |
| | | | | | | | | | | | | - |
| Balance as at 1 January 2025 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 76,048,294 | 393,262,415 | (76,048,294) | 39,773,733 | (457,119) | 39,316,614 | 1,803,364,455 |
| Loss for the year | - | - | - | - | - | - | (51,879,433) | - | - | - | - | (51,879,433) |
| Other comprehensive income for the year | - | - | - | - | - | - | 2,966,249 | - | - | (5,384,721) | (5,384,721) | (2,418,472) |
| Total comprehensive income for the year | - | - | - | - | - | - | (48,913,184) | - | - | (5,384,721) | (5,384,721) | (54,297,905) |
| Increase in treasury shares (Note 19) | - | - | - | - | - | - | - | (11,704,563) | - | - | - | (11,704,563) |
| Unappropriated retained earnings transferred | | | | | | | | | | | | |
| to treasury share reserve (Note 19) | - | - | - | - | - | 11,704,563 | (11,704,563) | - | - | - | - | - |
| Transfer other comprehensive income from | | | | | | | | | | | | |
| changes in revaluation of assets | | | | | | | | | | | | |
| to retain earning | - | - | - | - | - | - | 9,989,780 | - | (9,989,780) | - | (9,989,780) | - |
| Dividend paid (Note 20) | - | - | - | - | - | - | (32,555,599) | - | - | - | - | (32,555,599) |
| Balance as at 31 December 2025 | 845,584,063 | 440,663,392 | - | 45,437,971 | 39,100,000 | 87,752,857 | 310,078,849 | (87,752,857) | 29,783,953 | (5,384,721) | 23,942,113 | 1,704,806,388 |
| | | | | | | | | | | | | - |

The accompanying notes are an integral part of the financial statements.

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Notes to financial statements

For the year ended 31 December 2025

1. General information

Stars Microelectronics (Thailand) Public Company Limited (“the Company”) is a public company incorporated and domiciled in Thailand. The Company is principally engaged in the manufacture and distribution of integrated circuit boards. The registered office of the Company is at 586 Moo 2, Klong Jig, Bang Pa-In, Ayutthaya.

2. Basis of preparation

2.1 The financial statements have been prepared in accordance with Thai Financial Reporting Standards enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

2.2 Basis of consolidation

a) The consolidated financial statements include the financial statements of Stars Microelectronics (Thailand) Public Company Limited (“the Company”) and the following subsidiary companies (“the subsidiaries”) (collectively as “the Group”):

| Company’s name | Nature of business | Country of incorporation | Percentage of shareholding | |
|----------------------------------|----------------------|--------------------------|----------------------------|---------|
| | | | 2025 | 2024 |
| | | | Percent | Percent |
| Stars Microelectronics USA, Inc. | Trading company | United States of America | 59 | 59 |
| SMT Green Energy Company Limited | Currently non-active | Thailand | 99 | 99 |
| SS RFID Company Limited | Currently non-active | Thailand | 100 | 100 |

b) The Company is deemed to have control over the investees or subsidiaries if it has rights, or is exposed, to variable returns from its involvement with the investees, and it has the ability to direct the activities that affect the amount of its returns.

c) Subsidiaries are fully consolidated, being the date on which the Company obtains control, and continue to be consolidated until the date when such control ceases.

d) The financial statements of the subsidiaries are prepared using the same significant accounting policies as the Company.

e) The Group determines that the Thai Baht is its functional currency including an overseas subsidiary because the activities of the subsidiary are carried out as an extension of the Company, rather than being carried out with a significant degree of autonomy.

f) Material balances and transactions between the Group have been eliminated from the consolidated financial statements.

g) Non-controlling interests represent the portion of profit or loss and net assets of the subsidiaries that are not held by the Company and are presented separately in the consolidated income statement and within equity in the consolidated statement of financial position.

2.3 The separate financial statements present investments in subsidiaries under the cost method.

3. New financial reporting standards

3.1 Financial reporting standards that became effective in the current year

During the year, the Group has adopted the revised financial reporting standards which are effective for fiscal years beginning on or after 1 January 2025. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The adoption of these financial reporting standards does not have any significant impact on the Group’s financial statements.

3.2 Financial reporting standard that will become effective for fiscal years beginning on or after 1 January 2026

The Federation of Accounting Professions issued a revised financial reporting standard, which is effective for fiscal years beginning on or after 1 January 2026. This financial reporting standard was aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.



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The management of the Group believes that adoption of these amendments will not have any significant impact on the Group's financial statements.

4. Accounting policies

4.1 Revenue and expense recognition

Sales of goods

Revenue from sale of goods is recognised at the point in time when control of the asset is transferred to the customer, generally upon delivery of the goods. Revenue is measured at the amount of the consideration received or receivable, excluding value added tax, of goods supplied after deducting returns, discounts, allowances and price promotions to customers.

Rendering of services

Service revenue is recognised at a point in time upon completion of the service.

Interest income

Interest income is calculated using the effective interest method and recognised on an accrual basis. The effective interest rate is applied to the gross carrying amount of a financial asset, unless the financial assets subsequently become credit-impaired when it is applied to the net carrying amount of the financial asset (net of the expected credit loss allowance).

Finance cost

Interest expense from financial liabilities at amortised cost is calculated using the effective interest method and recognised on an accrual basis.

4.2 Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

4.3 Inventories

Finished goods and work in process are valued at the lower of cost (under the weighted average method) and net realisable value. The cost of

inventories is measured using the standard cost method, which approximates actual costs and includes all production costs and attributable factory overheads.

Raw materials, spare parts and supplies are valued at the lower of average cost and net realisable value and are charged to production costs whenever consumed.

4.4 Non-current assets held for sale

The Group classifies non-current assets and disposal groups as held for sale if their carrying amounts will be recovered principally through a sale transaction rather than through continuing use. Non-current assets and disposal groups classified as held for sale are measured at the lower of their carrying amount and fair value less costs to sell. Costs to sell are the incremental costs directly attributable to the disposal of an asset (disposal group), excluding finance costs and income tax expense.

The criteria for held for sale classification is regarded as met only when the sale is highly probable, and the asset or disposal group is available for immediate sale in its present condition. Actions required to complete the sale should indicate that it is unlikely that significant changes to the sale will be made or that the decision to sell will be withdrawn. Management must be committed to the plan to sell the asset and the sale expected to be completed within one year from the date of the classification.

Property, plant and equipment and intangible assets are not depreciated or amortised once classified as held for sale.

Assets and liabilities classified as held for sale are presented separately as current items in the statement of financial position.

4.5 Investments

Investments in subsidiaries are accounted for in the separate financial statements using the cost method.

The weighted average method is used for computation of the cost of investments.

On disposal of an investment, the difference between net disposal proceeds and the carrying

amount of the investment is recognised in the income statement.

4.6 Property, plant and equipment/Depreciation

Land is stated at revalued amount. Buildings and equipment are stated at cost less accumulated depreciation and allowance for loss on impairment of assets.

Land is initially recorded at cost on the acquisition date, and subsequently revalued by an independent professional appraiser to its fair value. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from fair value at the end of reporting period.

Differences arising from the revaluation are dealt with in the financial statements as follows:

- When a land's carrying amount is increased as a result of a revaluation of the Company's land, the increase is credited directly to other comprehensive income and the cumulative increase is recognised as equity under the heading of "Revaluation surplus on land". However, a revaluation increase is recognised as income to the extent that it reverses a revaluation decrease in respect of the same land previously recognised as an expense in the income statement.
- When a land's carrying amount is decreased as a result of a revaluation of the Company's land, the decrease is recognised in the income statement. However, the revaluation decrease is charged to the other comprehensive income to the extent that it does not exceed an amount already held in "Revaluation surplus on land" in respect of the same land.



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Depreciation of plant and equipment is calculated by reference to their costs on the straight-line basis over estimated useful lives as shown in the table below.

| | |
|-------------------------|----------------|
| Buildings | 40 years |
| Building improvement | 15 years |
| Machinery and equipment | 5 and 15 years |
| Motor vehicles | 5 years |

Depreciation is included in determining income.

No depreciation is provided on land and assets under construction and installation.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in the income statement when the asset is derecognised.

4.7 Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalised as part of the cost of the respective assets. All other borrowing costs are expensed in the period they are incurred. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

4.8 Intangible assets

Intangible assets are stated at cost less accumulated amortisation and allowance for loss on impairment of assets.

Intangible assets with finite lives are amortised on the straight-line basis over the economic useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method of such intangible assets are reviewed at least at each financial year end. The amortisation expense is charged to the income statement.

Intangible assets with finite useful lives of the Group are computer software which has the useful life of 10 years.

4.9 Leases

At inception of contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group as lessee

The Group applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. At the commencement date of the lease (i.e. the date the underlying asset is available for use), the Group recognises right-of-use assets representing the right to use underlying assets and lease liabilities based on lease payments.

Right-of-use assets

Right-of-use assets are measured at cost, less accumulated depreciation, any accumulated impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities initially recognised, initial direct costs incurred, and lease payments made at or before the commencement date of the lease less any lease incentives received.

Depreciation of right-of-use assets are calculated by reference to their costs, on the straight-line basis over the shorter of their estimated useful lives and the lease term.

| | |
|----------------|---------|
| Land | 3 years |
| Motor vehicles | 5 years |

If ownership of the leased asset is transferred to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are presented as part of property, plant and equipment in the statement of financial position.

Lease liabilities

Lease liabilities are measured at the present value of the lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be payable under residual value guarantees. Moreover, the lease payments include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising an option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

The Group discounted the present value of the lease payments by the interest rate implicit in the lease or the Group's incremental borrowing rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a change in the lease term, a change in the lease payments or a change in the assessment of an option to purchase the underlying asset.

Short-term leases and leases of low-value assets

A lease that has a lease term less than or equal to 12 months from commencement date or a lease of low-value assets is recognised as expenses in the income statement on a straight-line basis over the lease term.

4.10 Related party transactions

Related parties comprise individuals or enterprises that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associates and individuals or enterprises which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management personnel, directors and officers with authority in the planning and direction of the Company's operations.



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4.11 Foreign currencies

The consolidated and separate financial statements are presented in Baht, which is also the Company's functional currency. Items of each entity included in the consolidated financial statements are measured using the functional currency of that entity.

Transactions in foreign currencies are translated into Baht at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Baht at the exchange rate ruling at the end of reporting period.

Gains and losses on exchange are included in determining income.

4.12 Impairment of non-financial assets

At the end of each reporting period, the Group performs impairment reviews in respect of the property, plant and equipment, right-of-use assets and other intangible assets whenever events or changes in circumstances indicate that an asset may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in the income statement. However, in case where land was previously revalued and the revaluation was taken to equity, a part of such impairment is recognised in equity up to the amount of the previous revaluation.

In the assessment of asset impairment if there is any indication that previously recognised impairment losses may no longer exist or may have decreased, the Group estimates the asset's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The increased carrying amount of the asset attributable to a reversal of an impairment loss shall not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the income statement unless the asset is carried at a revalued amount, in which case the reversal,

which exceeds the carrying amount that would have been determined, is treated as a revaluation increase.

4.13 Employee benefits

Short-term employee benefits

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

Post-employment benefits

Defined contribution plans

The Company, and their employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The fund's assets are held in a separate trust fund and the contributions of the Company are recognised as expenses when incurred.

Defined benefit plans

The Company has obligations in respect of the severance payments it must make to employees upon retirement under labor law. The Company treats these severance payment obligations as a defined benefit plan.

The obligation under the defined benefit plan is determined by a professionally qualified independent actuary based on actuarial techniques, using the projected unit credit method.

Actuarial gains and losses arising from defined benefit plans are recognised immediately in other comprehensive income.

Past service costs are recognised in profit or loss on the earlier of the date of the plan amendment or curtailment and the date that the Company recognizes restructuring-related costs.

4.14 Provisions

Provisions are recognised when the Group has a present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

4.15 Equity-settled share-based payments

The Company recognises equity-settled share-based payment transactions when services are rendered by employees, based on the fair value of the share options at the grant date. The expenses, together with a corresponding increase in "Share-based payment reserve" in shareholders' equity, are recognised over the service period as specified in the plan.

Estimating fair value for the share-based payment transactions requires management to exercise judgement, and to apply assumptions, including the expected life of the share options, share price volatility, dividend yield and risk-free interest rate.

4.16 Treasury shares

Treasury shares are stated at cost and presented as a deduction from shareholders' equity. Gains on disposal of treasury shares are determined by reference to the carrying amount and are presented as premium on treasury shares. Losses on disposal of treasury shares are determined by reference to the carrying amount and are presented net of premium on treasury shares and retained earnings, consecutively.

4.17 Income tax

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Group recognises deferred tax liabilities for all taxable temporary differences while it recognises deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit

will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Group reviews and reduces the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Group records deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

4.18 Financial instruments

The Group initially measures financial assets at its fair value plus, in the case of financial assets that are not measured at fair value through profit or loss, transaction costs. However, trade receivables, that do not contain a significant financing component, are measured at the transaction price as disclosed in the accounting policy relating to revenue recognition.

Classification and measurement of financial assets

Financial assets are classified, at initial recognition, as to be subsequently measured at amortised cost, fair value through other comprehensive income ("FVOCI"), or fair value through profit or loss ("FVTPL"). The classification of financial assets at initial recognition is driven by the Group's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.

Financial assets at amortised cost

The Group measures financial assets at amortised cost if the financial asset is held in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in the income statement when the asset is derecognised, modified or impaired.



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Financial assets designated at FVOCI (equity instruments)

Upon initial recognition, the Group can elect to irrevocably classify its equity investments which are not held for trading as equity instruments designated at FVOCI. The classification is determined on an instrument-by-instrument basis.

Gains and losses recognised in other comprehensive income on these financial assets are never recycled to profit or loss.

Dividends are recognised as other income in profit or loss, except when the dividends clearly represent a recovery of part of the cost of the financial asset, in which case, the gains are recognised in other comprehensive income.

Equity instruments designated at FVOCI are not subject to impairment assessment.

Financial assets at FVTPL

Financial assets measured at FVTPL are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

These financial assets include derivatives which the Group has not irrevocably elected to classify at FVOCI and financial assets with cash flows that are not solely payments of principal and interest.

Classification and measurement of financial liabilities

Except for derivative liabilities, at initial recognition the Group's financial liabilities are recognised at fair value net of transaction costs and classified as liabilities to be subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process. In determining amortised cost, the Group takes into account any fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance costs in the income statement.

The Group may elect to measure financial liabilities at FVTPL if doing so eliminates, or significantly reduces a recognition inconsistency.

Derecognition of financial instruments

A financial asset is primarily derecognised when the rights to receive cash flows from the asset have expired or have been transferred and either the Group has transferred substantially all the risks and rewards of the asset, or the Group has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Impairment of financial assets

The Group recognises an allowance for expected credit losses ("ECLs") for all debt instruments not held at FVTPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure (a lifetime ECL).

For trade receivables, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

ECLs are calculated based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

4.19 Derivatives

The Group uses derivatives, such as forward currency contracts to hedge its foreign currency risks.

Derivatives are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. The subsequent changes are recognised in profit or loss. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

Derivatives are presented as non-current assets or non-current liabilities if the remaining maturity of the instrument is more than 12 months and it is not due to be realised or settled within 12 months. Other derivatives are presented as current assets or current liabilities.

4.20 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between buyer and seller (market participants) at the measurement date. The Group applies a quoted market price in an active market to measure its assets and liabilities that are required to be measured at fair value by relevant financial reporting standards. Except in case of no active market of an identical asset or liability or when a quoted market price is not available, the Group measures fair value using valuation technique that are appropriate in the circumstances and maximises the use of relevant observable inputs related to assets and liabilities that are required to be measured at fair value.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy into three levels based on categorise of input to be used in fair value measurement as follows:

Level 1 - Use of quoted market prices in an observable active market for such assets or liabilities

Level 2 - Use of other observable inputs for such assets or liabilities, whether directly or indirectly

Level 3 - Use of unobservable inputs such as estimates of future cash flows

At the end of each reporting period, the Group determines whether transfers have occurred between levels within the fair value hierarchy for assets and liabilities held at the end of the reporting period that are measured at fair value on a recurring basis.

5. Significant accounting judgements and estimates

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgements and estimates regarding matters that are inherently uncertain. These judgements and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgements and estimates are as follows:

Allowance for expected credit losses of trade receivables

In determining an allowance for expected credit losses of trade receivables, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the forecast economic condition for groupings of various customer segments with similar credit risks. The Group's historical credit loss experience and forecast economic conditions may also not be representative of whether a customer will actually default in the future.

Net realisable value of inventories

The management uses judgement to estimate net realisable value of inventories taking into account fluctuations of price or cost directly related to events occurring after the end of the reporting period and movements of inventories, the prevailing economic condition and the industry circumstances.

6. Related party transactions

During the years, the Group had significant business transactions with related parties. Such transactions, which are summarised below, arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company and those related parties.



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| | (Unit: Million Baht) | | | | |
|---|-----------------------------------|------|-------------------------------|------|----------------|
| | Consolidated financial statements | | Separate financial statements | | Pricing policy |
| | 2025 | 2024 | 2025 | 2024 | |
| Transactions with subsidiaries | | | | | |
| (eliminated from the consolidated financial statements) | | | | | |
| Other service income | - | - | 4 | 4 | Agreed price |
| Commission and service expenses | - | - | 7 | 7 | Agreed price |

As at 31 December 2025 and 2024, the balances of the accounts between the Company, its subsidiaries and those related parties are as follows:

| (Unit: Thousand Baht) | | | | |
|--|-----------------------------------|------|-------------------------------|--------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Trade receivables -related parties (Note 8) | | | | |
| Subsidiary | - | - | - | 71,243 |
| Other current receivable -related party (Note 8) | | | | |
| Subsidiary | - | - | 604 | 674 |
| Other current payable -related party (Note 16) | | | | |
| Subsidiary | - | - | 1,111 | 1,195 |

Directors and management’s benefits

During the years ended 31 December 2025 and 2024, the Group had employee benefit expense payable to their directors and management as below.

| (Unit: Million Baht) | | | | |
|------------------------------|-----------------------------------|------|-------------------------------|------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Short-term employee benefits | 30 | 29 | 29 | 28 |
| Post-employment benefits | 7 | 9 | 7 | 9 |
| Total | 37 | 38 | 36 | 37 |

7. Cash and cash equivalents

As at 31 December 2025, bank deposits carried interest rates between 0.01% and 3.80% per annum (2024: between 0.05% and 1.50% per annum).

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8. Trade and other current receivables

(Unit: Million Baht)

| | Consolidated financial statements | | Separate financial statements | |
|--|-----------------------------------|-----------|-------------------------------|-----------|
| | 2025 | 2024 | 2025 | 2024 |
| Trade receivables - related parties | | | | |
| Aged on the basis of due dates | | | | |
| Not yet due | - | - | - | 60,042 |
| Past due | | | | |
| Up to 3 months | - | - | - | 10,639 |
| 3-6 months | - | - | - | 492 |
| 6-12 months | - | - | - | 70 |
| Total trade receivables -related parties | - | - | - | 71,243 |
| Trade receivables-unrelated parties | | | | |
| Aged on the basis of due dates | | | | |
| Not yet due | 292,166 | 235,953 | 292,166 | 177,107 |
| Past due | | | | |
| Up to 3 months | 45,705 | 157,130 | 45,705 | 147,756 |
| 3-6 months | 229 | 8,770 | 229 | 8,354 |
| 6-12 months | - | 1,553 | - | 568 |
| Over 12 months | 234,004 | 229,089 | 233,178 | 229,089 |
| Total trade receivables-unrelated parties | 572,104 | 632,495 | 571,278 | 562,874 |
| Less: Allowance for expected credit losses | (225,876) | (230,655) | (225,463) | (230,655) |
| Total trade receivables-unrelated parties, net | 346,228 | 401,840 | 345,815 | 332,219 |
| Total trade receivables-net | 346,228 | 401,840 | 345,815 | 403,462 |
| Other current receivables | | | | |
| Other current receivable-related party | - | - | 604 | 674 |
| Other current receivables-unrelated parties | 26,186 | 24,845 | 26,186 | 24,845 |
| Total other current receivables | 26,186 | 24,845 | 26,790 | 25,519 |

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| (Unit: Million Baht) | | | | |
|---|-----------------------------------|---------|-------------------------------|---------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Total trade and other current receivables-net | 372,414 | 426,685 | 372,605 | 428,981 |

The normal credit term is 30 to 120 days.
Set out below is the movement in the allowance for expected credit losses of trade receivables.

| (Unit: Million Baht) | | | | |
|---|-----------------------------------|---------|-------------------------------|---------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Beginning balance | 230,655 | 233,979 | 230,655 | 233,979 |
| Write off | (5,764) | (3,125) | (5,764) | (3,125) |
| Provision for expected credit losses (reversal) | 985 | (199) | 572 | (199) |
| Ending balance - | 225,876 | 230,655 | 225,463 | 230,655 |

9. Inventories

| (Unit: Million Baht) | | | | | | |
|--------------------------|--|---------|-------------------------------------|-----------|-------------------|---------|
| | Consolidated and Separate financial statements | | | | | |
| | Cost | | Reduce cost to net realisable value | | Inventories - net | |
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Finished goods | 23,429 | 34,694 | (14,125) | (21,779) | 9,304 | 12,915 |
| Work in process | 126,449 | 82,735 | (15,581) | (12,061) | 110,868 | 70,674 |
| Raw materials | 431,230 | 440,887 | (68,629) | (74,117) | 362,601 | 366,770 |
| Spare parts and supplies | 20,714 | 19,098 | (1,429) | (828) | 19,285 | 18,270 |
| Total | 601,822 | 577,414 | (99,764) | (108,785) | 502,058 | 468,629 |

During 2025, the Group reversed the write-down of cost of inventories by Baht 9 million (the Company only: Baht 9 million) by reduced the amount of inventories recognised as expenses during the year.

During 2024, the Group reduced cost of inventories by Baht 37 million (the Company only: Baht 37 million), to reflect the net realisable value and write-off the write-down of cost of inventories by Baht 96 million (the Company only: Baht 94 million).

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10. Non-current assets held for sale

On 12 December 2024 the Company entered into an agreement to sell land and building with an unrelated party (“the buyer”) at a price of Baht 160 million and received a partial advance payment for the sale on 16 January 2025, the Company received full payment for sale of the land and building thereon made by the buyer under the agreement and transferred ownership of such asset to the buyer.

11. Investments in subsidiaries

Details of investments in subsidiaries as presented in the separate financial statements are as follows:

| Company’s name | Paid-up capital | | Shareholding percentage | | Carrying amounts based on cost method | |
|--|-----------------|-------------|-------------------------|------|---------------------------------------|-----------------|
| | 2025 | 2024 | 2025 | 2024 | <u>2025</u> | <u>2024</u> |
| | | | (%) | (%) | (Thousand Baht) | (Thousand Baht) |
| Stars Microelectronics USA, Inc. | 20,000 | 20,000 | 59 | 59 | 429 | 429 |
| | (US Dollar) | | | | | |
| SMT Green Energy Company Limited | 500,000 | 500,000 | 99 | 99 | 498 | 498 |
| | (Baht) | | | | | |
| SS RFID Company Limited | 92,000,000 | 100,000,000 | 100 | 100 | 67,000 | 75,000 |
| | (Baht) | | | | | |
| Total | | | | | 67,927 | 75,927 |
| Less: Allowance for impairment loss of investments | | | | | (67,498) | (75,498) |
| Investments in subsidiaries -net | | | | | 429 | 429 |

On 7 November 2025, the Extraordinary General Meeting of Shareholders of SS RFID Company passed a resolution approving a reduction of the Company’s registered share capital by Baht 8,000,000 from the original registered share capital of Baht 100,000,000 to Baht 92,000,000. The capital reduction was effected by decreasing the number of ordinary shares from 10,000,000 shares to 9,200,000 shares with a par value of Baht 10 per share, all of which were fully paid. The Company continued to hold 100 percent of the registered share capital.

On 23 December 2025, the Company incorporated Stars Semicon US Inc. in the United States of America to serve as the Company’s overseas distributor, engage in activities that include collaborating with customers on product development and providing contract manufacturing and assembly services for electronic components. The Company has a registered capital of USD 75,000 with a par value of USD 1 per share. The company holds 71,250 ordinary shares, representing a 95 percent of ownership. As at 31 December 2025, the company has not yet called for the first installment of the share payments.

12. Investment in equity instruments of non-listed company

During the current year, the Company acquired additional ordinary shares of a CG Semi Private Limited. As at 31 December 2025, the Company owns 8,024,768 ordinary shares, each with a par value of 10 Indian Rupees, constituting a 0.9 percent holding of the issued and paid-up capital (2024: 880,147 ordinary shares).

As of 31 December 2025, the Company has an investment commitment in this company of approximately USD 1.1 million (2024: USD 1.9 million), according to the joint venture agreement dated 8 February 2024. This agreement outlines a timeline for a capital increase of this company to be completed by the year 2028. The Company has agreed to maintain a shareholding ratio of 0.90 percent of the issued and paid-up capital.



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13. Property, plant and equipment

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|--|---------|-----------|
| | 2025 | 2024 |
| Net book value: | | |
| Property, plant and equipment | 970,388 | 1,096,659 |
| Right-of-use assets (Note 17 a)) | 4,471 | 2,513 |
| Total | 974,859 | 1,099,172 |

Movements of property, plant and equipment for the years ended 31 December 2025 and 2024 are summarised below.

(Unit: Thousand Baht)

| Consolidated financial statements | | | | | | |
|-----------------------------------|-------------------|------------------------------------|-------------------------|----------------|--|-----------|
| | Revaluation basis | | Cost basis | | | |
| | Land | Buildings and building improvement | Machinery and equipment | Motor vehicles | Assets under construction and installation | Total |
| Cost / Revalued amount | | | | | | |
| 1 January 2024 | 105,015 | 1,062,280 | 3,525,318 | 16,546 | 6,978 | 4,716,137 |
| Additions | - | 1,752 | 18,501 | - | 34,418 | 54,671 |
| Write-offs | - | (189) | (86,725) | - | - | (86,914) |
| Transfers between accounts | - | 1,180 | 28,261 | - | (29,441) | - |
| Transfers to assets held for sale | (24,405) | (153,914) | - | - | - | (178,319) |
| 31 December 2024 | 80,610 | 911,109 | 3,485,355 | 16,546 | 11,955 | 4,505,575 |
| Additions | - | 8,697 | 22,339 | - | 40,810 | 71,846 |
| Disposals | - | - | (49,468) | (2,979) | - | (52,447) |
| Write-offs | - | (11,353) | (7,910) | (190) | - | (19,453) |
| Transfers between accounts | - | 1,659 | 24,341 | - | (26,000) | - |
| 31 December 2025 | 80,610 | 910,112 | 3,474,657 | 13,377 | 26,765 | 4,505,521 |



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| Consolidated financial statements | | | | | | |
|--|-------------------|------------------------------------|-------------------------|----------------|--|-----------|
| | Revaluation basis | | Cost basis | | | |
| | Land | Buildings and building improvement | Machinery and equipment | Motor vehicles | Assets under construction and installation | Total |
| Accumulated depreciation | | | | | | |
| 1 January 2024 | - | 751,841 | 2,620,909 | 16,546 | - | 3,389,296 |
| Depreciation for the year | - | 38,356 | 163,466 | - | - | 201,822 |
| Depreciation on write-off | - | (148) | (61,018) | - | - | (61,166) |
| Transfers to assets held for sale | - | (122,658) | - | - | - | (122,658) |
| 31 December 2024 | - | 667,391 | 2,723,357 | 16,546 | - | 3,407,294 |
| Depreciation for the year | - | 31,635 | 154,286 | - | - | 185,921 |
| Depreciation on disposal | - | - | (37,578) | (2,979) | - | (40,557) |
| Depreciation on write-offs | - | (11,059) | (7,898) | (190) | - | (19,147) |
| 31 December 2025 | - | 687,967 | 2,832,167 | 13,377 | - | 3,533,511 |
| Allowance for impairment: | | | | | | |
| 1 January 2024 | - | - | 27,288 | - | - | 27,288 |
| Allowance for impairment on write-offs | - | - | (25,666) | - | - | (25,666) |
| 31 December 2024 | - | - | 1,622 | - | - | 1,622 |
| 31 December 2025 | - | - | 1,622 | - | - | 1,622 |
| Net book value | | | | | | |
| 31 December 2024 | 80,610 | 243,718 | 760,376 | - | 11,955 | 1,096,659 |
| 31 December 2025 | 80,610 | 222,145 | 640,868 | - | 26,765 | 970,388 |
| Depreciation for the year | | | | | | |
| 2024 (Baht 192 million included in manufacturing cost, and the balance in administrative expenses) | | | | | | 201,822 |
| 2025 (Baht 180 million included in manufacturing cost, and the balance in administrative expenses) | | | | | | 185,921 |

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(Unit: Thousand Baht)



| Separate financial statements | | | | | | |
|--|----------|------------------------------------|-------------------------|----------------|--|-----------|
| Revaluation basis | | | Cost basis | | | |
| | Land | Buildings and building improvement | Machinery and equipment | Motor vehicles | Assets under construction and installation | Total |
| Cost / Revalued amount | | | | | | |
| 1 January 2024 | 105,015 | 1,062,280 | 3,476,098 | 16,546 | 6,978 | 4,666,917 |
| Revaluations | - | - | - | - | - | - |
| Additions | - | 1,752 | 18,501 | - | 34,418 | 54,671 |
| Write-offs | - | (189) | (43,250) | - | - | (43,439) |
| Transfers between accounts | - | 1,180 | 28,261 | - | (29,441) | - |
| Transfer to assets held for sale | (24,405) | (153,914) | - | - | - | (178,319) |
| 31 December 2024 | 80,610 | 911,109 | 3,479,610 | 16,546 | 11,955 | 4,499,830 |
| Additions | - | 8,697 | 22,339 | - | 40,810 | 71,846 |
| Disposals | - | - | (49,468) | (2,979) | - | (52,447) |
| Write-offs | - | (11,353) | (7,910) | (190) | - | (19,453) |
| Transfers between accounts | - | 1,659 | 24,341 | - | (26,000) | - |
| 31 December 2025 | 80,610 | 910,112 | 3,468,912 | 13,377 | 26,765 | 4,499,776 |
| Accumulated depreciation | | | | | | |
| 1 January 2024 | - | 751,841 | 2,598,977 | 16,546 | - | 3,367,364 |
| Depreciation for the year | - | 38,356 | 163,466 | - | - | 201,822 |
| Depreciation on write-offs | - | (148) | (43,209) | - | - | (43,357) |
| Transfer to assets held for sale | - | (122,658) | - | - | - | (122,658) |
| 31 December 2024 | - | 667,391 | 2,719,234 | 16,546 | - | 3,403,171 |
| Depreciation for the year | - | 31,635 | 154,286 | - | - | 185,921 |
| Depreciation on disposals | - | - | (37,578) | (2,979) | - | (40,557) |
| Depreciation on write-offs | - | (11,059) | (7,898) | (190) | - | (19,147) |
| 31 December 2025 | - | 687,967 | 2,828,044 | 13,377 | - | 3,529,388 |
| Net book value | | | | | | |
| 31 December 2024 | 80,610 | 243,718 | 760,376 | - | 11,955 | 1,096,659 |
| 31 December 2025 | 80,610 | 222,145 | 640,868 | - | 26,765 | 970,338 |
| Depreciation for the year | | | | | | |
| 2024 (Baht 192 million included in manufacturing cost, and the balance in administrative expenses) | | | | | | 201,822 |
| 2025 (Baht 180 million included in manufacturing cost, and the balance in administrative expenses) | | | | | | 185,921 |

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The Company arranged for an independent professional valuer to appraise the value of its land in order to state the land at revalued amount. The appraisal had the effect of increasing the Company’s revaluation surplus on land, which was recognised as equity in the statements of financial position. In 2023, the Company rearranged for an independent professional valuer to appraise the value of its land using the market approach.

Had the land been carried in the financial statements on a historical cost basis, its net book value as of 31 December 2025 would have been Baht 43 million (2024: Baht 43 million).

As at 31 December 2025, certain items of machinery and equipment were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation and allowance for impairment loss of those assets amounted to approximately Baht 1,414 million (2024: Baht 1,172 million).

14. Intangible assets

The net book value of intangible assets as at 31 December 2025 and 2024 is presented below.

| (Unit: Thousand Baht) | | |
|----------------------------------|-----------------------------------|-------------------------------|
| Computer software | | |
| | Consolidated financial statements | Separate financial statements |
| Cost: | | |
| 1 January 2024 | 87,628 | 87,573 |
| Additions | 6,883 | 6,883 |
| 31 December 2024 | 94,511 | 94,456 |
| Additions | 532 | 532 |
| 31 December 2025 | 95,043 | 94,988 |
| Amortisation: | | |
| 1 January 2024 | 55,317 | 55,277 |
| Amortisation for the year | 7,078 | 7,078 |
| 31 December 2024 | 62,395 | 62,355 |
| Amortisation for the year | 6,871 | 6,871 |
| 31 December 2025 | 69,266 | 69,226 |
| Allowance for impairment: | | |
| 1 January 2024 | 15 | - |
| 31 December 2024 | 15 | - |
| 31 December 2025 | 15 | - |
| Net book value: | | |
| 31 December 2024 | 32,101 | 32,101 |
| 31 December 2025 | 25,762 | 25,762 |

15. Short-term loans from financial institutions

(Unit: Thousand Baht)

| | Interest rate | Consolidated and Separate financial statements | |
|--|---------------|--|--------|
| | (% per annum) | 2025 | 2024 |
| Promissory notes | MMR | 4,815 | - |
| Packing Credit | MRR | 156,460 | 50,000 |
| Total short-term loans from financial institutions | | 161,275 | 50,000 |

16. Trade and other current payables

(Unit: Thousand Baht)

| | Consolidated financial statements | | Separate financial statements | |
|--|-----------------------------------|---------|-------------------------------|---------|
| | 2025 | 2024 | 2025 | 2024 |
| Trade payables-unrelated parties | 291,287 | 241,909 | 291,265 | 241,885 |
| Other current payable-related party | - | - | 1,111 | 1,195 |
| Other current payables-unrelated parties | 31,589 | 30,822 | 31,589 | 30,817 |
| Advance received for goods | 36,518 | 59,422 | 36,518 | 59,422 |
| Payables for purchases of machinery | 4,914 | 1,809 | 4,914 | 1,809 |
| Accrued expenses | 32,904 | 34,219 | 32,881 | 32,901 |
| Total trade and other current payables | 397,212 | 368,181 | 398,278 | 368,029 |



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17. Leases

The Group as a lessee

The Group has lease contracts for various items of assets used in its operations. The duration of the lease agreement is stipulated for a period of 3-4 years.

a) Right-of-use assets

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | | |
|--|-------|----------------|---------|
| | Land | Motor vehicles | Total |
| 1 January 2024 | - | 1,686 | 1,686 |
| Additions | 2,223 | - | 2,223 |
| Depreciation for the year | (803) | (593) | (1,396) |
| 31 December 2024 | 1,420 | 1,093 | 2,513 |
| Additions | - | 3,343 | 3,343 |
| Depreciation for the year | (741) | (644) | (1,385) |
| 31 December 2025 | 679 | 3,792 | 4,471 |

b) Lease liabilities

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|--|---------|---------|
| | 2025 | 2024 |
| Lease payments | 5,214 | 2,280 |
| Less: Deferred interest expenses | (907) | (84) |
| Total | 4,307 | 2,196 |
| Less: Portion due within one year | (1,352) | (1,175) |
| Lease liabilities-net of current portion | 2,955 | 1,021 |

Movements of the lease liability account during the years ended 31 December 2025 and 2024 are summarised below:

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|--|---------|---------|
| | 2025 | 2024 |
| Balance at beginning of year | 2,196 | 1,227 |
| Additions | 3,344 | 2,223 |
| Repayments | (1,233) | (1,254) |
| Balance at end of year | 4,307 | 2,196 |

A maturity analysis of lease payments is disclosed in Note 31.2 under the liquidity risk.

c) Expenses relating to leases that are recognised in profit or loss

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|--|-------|-------|
| | 2025 | 2024 |
| Depreciation expense of right-of-use assets | 1,385 | 1,396 |
| Interest expense on lease liabilities | 151 | 113 |
| Expenses relating to short-term leases | 3,084 | 3,696 |

Others

The Group had total cash outflows for leases for the year ended 31 December 2025 of Baht 4 million (2024: Baht 5 million), including the cash outflow related to short-term lease, leases of low-value assets.



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18. Provision for employee benefits

Provision for employee benefits, which represents compensation payable to employees after they retire, was as follows:

(Unit: Thousand Baht)

| | Consolidated and Separate financial statements | |
|--|---|---------|
| | 2025 | 2024 |
| Provision for employee benefits at beginning of year | 68,238 | 58,854 |
| Included in the income statement: | | |
| Current service cost | 12,170 | 15,958 |
| Interest cost | 757 | 1,817 |
| Included in other comprehensive income: | | |
| Remeasurement gain arising from | | |
| Demographic assumptions changes | (2,720) | - |
| Financial assumptions changes | (263) | - |
| Experience adjustments | (723) | - |
| Benefits paid during the year | (17,153) | (8,391) |
| Provision for employee benefits at end of year | 60,304 | 68,238 |

As at 31 December 2025, the Group expects to pay Baht 3 million of long-term employee benefits during the next year (2024: Baht 2 million).
As at 31 December 2025, the weighted average duration of the liabilities for long-term employee benefit of the Group is 7.74 years (2024: 8.44 years).
Significant actuarial assumptions are summarised below.

(Unit: % per annum)

| | 2025 | 2024 |
|----------------------|------------|------------|
| Discount rate | 1.59 | 3.15 |
| Salary increase rate | 1.00, 3.50 | 3.00, 5.00 |
| Staff turnover rate | 0.0-50.0 | 0.0-45.0 |



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The result of sensitivity analysis for significant assumption that affect the present value of the long-term employee benefit obligation as at 31 December 2025 and 2024 are summarised below.

(Unit: Million Baht)

| As at 31 December | | | | |
|----------------------|-------------|-------------|-------------|-------------|
| | 2025 | | 2024 | |
| | Increase 1% | Decrease 1% | Increase 1% | Decrease 1% |
| Discount rate | (4) | 5 | (5) | 6 |
| Salary increase rate | 5 | (4) | 6 | (6) |
| Staff turnover rate | (5) | 1 | (6) | 2 |

19. Treasury shares

The details on the approved repurchase of treasury shares are as follows:

| | Treasury Shares No. 1 | Treasury Shares No. 2 | Treasury Shares No. 3 |
|---|--|--|--|
| Approved by | The meeting of the Board of Directors on 12 October 2022 | The meeting of the Board of Directors on 2 November 2023 | The meeting of the Board of Directors on 7 November 2024 |
| Number of ordinary shares to be repurchased | No more than 60 million shares (representing 7.1 percent of the Company's total disposed shares) | No more than 55 million shares (representing 6.6 percent of the Company's total disposed shares) | No more than 80 million shares (representing 9.7 percent of the Company's total disposed shares) |
| Maximum repurchase limit | Baht 240 million | Baht 250 million | Baht 250 million |
| Share repurchase period | 26 October 22 -25 April 23 | 7 November 23 -3 May 24 | 14 November 24 -13 May 25 |
| Period for selling repurchased shares | After 6 months from the completion of share repurchase but no more than 3 years | 1 November 24 -30 April 27 | 14 August 25 -30 April 27 |



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Changes in treasury shares for the years ended 31 December 2025 and 2024 are as follows:

| | Consolidated and Separate Financial Statements | | | | | | | |
|-----------------------------|--|-------------------|---|-------------------|---|-------------------|---|-------------------|
| | Treasury Shares No.1 | | Treasury Shares No.2 | | Treasury Shares No.3 | | Total | |
| | Number of ordinary shares to be repurchased | Repurchase amount | Number of ordinary shares to be repurchased | Repurchase amount | Number of ordinary shares to be repurchased | Repurchase amount | Number of ordinary shares to be repurchased | Repurchase amount |
| | (Thousand Units) | (Thousand Baht) | (Thousand Units) | (Thousand Baht) | (Thousand Units) | (Thousand Baht) | (Thousand Units) | (Thousand Baht) |
| As at 1 January 2024 | 7,091 | 35,149 | 4,066 | 16,064 | - | - | 11,157 | 51,213 |
| Repurchased during the year | - | - | 5,447 | 16,022 | 5,313 | 8,813 | 10,760 | 24,835 |
| As at 31 December 2024 | 7,091 | 35,149 | 9,513 | 32,086 | 5,313 | 8,813 | 21,917 | 76,048 |
| Repurchased during the year | - | - | - | - | 10,223 | 11,705 | 10,223 | 11,705 |
| As at 31 December 2025 | 7,091 | 35,149 | 9,513 | 32,086 | 15,536 | 20,518 | 32,140 | 87,753 |

Treasury shares were presented as a deduction in shareholders’ equity under the cost method. The market price of the treasury shares, calculated based on the closing price of the shares on the Stock Exchange of Thailand on the last business day of the year, was approximately Baht 34.4 million (2024: Baht 34.8 million).

The Company is required to set aside retained earnings as a reserve equivalent to the amount used for repurchasing treasury shares until all shares are disposed of. Alternatively, the Company may reduce paid-up capital by cancelling unsold treasury shares, as the case may be. As at 31 December 2025, the Company has already allocated the amount of retained earnings as a reserve for treasury shares.

20. Dividend

| Dividend | Approved | Dividend payment amount | Dividend per share |
|-------------------------|---|-------------------------|--------------------|
| | | (Thousand Baht) | (Baht) |
| Final dividend for 2023 | Annual General Meeting of the shareholders on 25 April 2024 | 58,029 | 0.07 |
| Total for 2024 | | 58,029 | 0.07 |
| Final dividend for 2024 | Annual General Meeting of the shareholders on 24 April 2025 | 32,555 | 0.04 |
| Total for 2025 | | 32,555 | 0.04 |

21. Other comprehensive income - revaluation surplus on land

The surplus from the revaluation of land cannot be offset against accumulated losses and cannot be distributed as dividends.

22. Finance cost

(Unit: Thousand Baht)

| | Consolidated financial statements | | Separate financial statements | |
|--|-----------------------------------|------|-------------------------------|------|
| | 2025 | 2024 | 2025 | 2024 |
| Interest expenses on borrowings | 1,262 | 149 | 1,267 | 149 |
| Interest expenses on lease liabilities | 151 | 113 | 151 | 113 |
| Total | 1,413 | 262 | 1,418 | 262 |



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23. Expenses by nature

Significant expenses classified by nature are as follows:

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|---|-----------|-----------|
| | 2025 | 2024 |
| Salaries, wages and other employee benefits | 499,500 | 470,223 |
| Depreciation and amortization | 194,177 | 210,296 |
| Raw materials and consumables used | 1,255,283 | 1,137,956 |
| Changes in inventories of finished goods and work in progress | 32,449 | (67,250) |

24. Income tax

Income tax (benefits) expenses for the years ended 31 December 2025 and 2024 are made up as follows:

(Unit: Thousand Baht)

| | Consolidated financial statements | | Separate financial statements | |
|---|--------------------------------------|---------|----------------------------------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| Current income tax: | | | | |
| Current income tax charge | 38 | - | - | - |
| Deferred tax: | | | | |
| Relating to origination and reversal of temporary differences | 9,415 | (1,018) | 8,535 | 2,126 |
| Tax expenses (benefits) reported in the income statement | 9,453 | (1,018) | 8,535 | 2,126 |

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2025 and 2024 are as follows:

(Unit: Thousand Baht)

| | Consolidated financial statements | | Separate financial statements | |
|---|--------------------------------------|-------|----------------------------------|-------|
| | 2025 | 2024 | 2025 | 2024 |
| Deferred tax on remeasurement on define benefit plan | 740 | - | 740 | - |
| Deferred tax on loss from changes in value of equity investment | 114 | (114) | 114 | - |
| | 854 | (114) | 854 | (114) |

The reconciliation between accounting loss and income tax expenses (benefits) is shown below.

(Unit: Thousand Baht)

| | Consolidated financial statements | | Separate financial statements | |
|---|--------------------------------------|-----------------|----------------------------------|-----------|
| | 2025 | 2024 | 2025 | 2024 |
| Accounting loss before tax | (50,562) | (168,706) | (43,344) | (157,662) |
| Applicable loss rates | 20%, 21% | 8.84%, 20%, 21% | 20% | 20% |
| Accounting loss before tax multiplied by income tax rate | (8,475) | (34,602) | (8,669) | (31,532) |
| Deferred tax assets for which have not been recognised during the year because future taxable profits may not be sufficient | 9,532 | 31,915 | 9,526 | 31,910 |
| Unrecognised deductible temporary differences and tax losses of previous year that are used to reduce current tax expense | (10) | (6) | - | - |
| Unrecognised deductible temporary differences and tax losses of previous year that are used to reduce deferred tax expense | - | (335) | - | (335) |
| Write-down of previous deferred tax asset | 10,360 | - | 9,687 | |
| The tax implications: | | | | |
| Promotional privileges (Note 25) | - | 2,157 | - | 2,157 |
| Non-deductible expenses | (1,457) | 215 | (1,457) | 211 |
| Additional expense deduction allowed | (552) | (285) | (552) | (285) |
| Others | 55 | (77) | - | - |
| Total | (1,954) | 2,010 | (2,009) | 2,083 |
| Tax expenses (benefits) reported in the income statement | 9,453 | (1,018) | 8,535 | 2,126 |

The components of deferred tax assets and deferred tax liabilities are as follows:

(Unit: Thousand Baht)

| Statements of financial position | | | | |
|--|-----------------------------------|--------|-------------------------------|--------|
| | Consolidated financial statements | | Separate financial statements | |
| | 2025 | 2024 | 2025 | 2024 |
| Deferred tax assets | | | | |
| Allowance for expected credit losses | - | 590 | - | 590 |
| Allowance for diminution in value of inventories | - | 4,421 | - | 4,421 |
| Provision for employee benefits | 6,825 | 12,323 | 6,825 | 12,323 |
| Accumulated depreciation -plant and equipment | - | 1,031 | - | 1,031 |
| Deficit on changes in value of investment in equity instrument | - | 114 | - | 114 |
| Unused tax losses | 1,985 | 3,279 | - | 235 |
| Total | 8,810 | 21,758 | 6,825 | 18,714 |

(Unit: Thousand Baht)

| Statements of financial position | | | | |
|----------------------------------|-----------------------------------|-------|-------------------------------|-------|
| | Consolidated financial statements | | Separate financial statements | |
| Deferred tax liabilities | | | | |
| Revaluation surplus on land | 7,446 | 9,943 | 7,446 | 9,943 |
| Total | 7,446 | 9,943 | 7,446 | 9,943 |

As at 31 December 2025, the Company has deductible temporary differences totalling Baht 343 million and unused tax losses totaling Baht 144 million will gradually conclude and expire within 2035 (2024: deductible temporary differences totaling Baht 298 million and unused tax losses totaling Baht 92 million), on which deferred tax assets have not been recognised as the Company believes the temporary difference will not reverse in the foreseeable future.

As at 31 December 2025 the subsidiaries have unused tax losses totaling Baht 10 million will gradually conclude and expire within 2030 (2024: Baht 16 million), on which deferred tax assets have not been recognised as the subsidiaries believe future taxable profits may not be sufficient to allow utilisation of the temporary differences and unused tax losses.



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25. Promotional privileges

The Company has received promotional privileges from the Board of Investment. Subject to certain imposed conditions, the significant tax privileges of the Company are as follows:

| Details of certificates | | | | | | |
|-------------------------|---|---|--|------------------------------|--|---------------------------|
| 1. | Certificate No. | 67-1837-2-22-1-0 | 66-1119-2-00-1-0 | 58-2578-0-00-2-0 | 5195(1)/2556 | 1167(1)/2555 |
| 2. | Promotional privileges for | Manufacture of electronic products and electrical equipment | Manufacture of Optical device, and printed circuit board assembly (PCBA) | Manufacture of medical tools | Manufacture of semiconductor (i.e. integrated circuit module), and printed circuit board assembly (PCBA) | Manufacture of RFID wafer |
| 3. | The significant privileges are | | | | | |
| 3.1 | Exemption of corporate income tax on profit derived from the promoted operations, in accordance with conditions stipulated in the certificates. | 3 years (Exemption of corporate income tax does not exceed Baht 6.92 million) | 6 years for optical device, 4 years for PCBA | 8 years | 8 years (Exemption of corporate income tax does not exceed Baht 119.34 million for PCBA project) | 8 years |
| 3.2 | 50% reduction of corporate income tax on profit derived from the promoted operations for a period of 5 years after the tax-exemption period ends. | Not granted | Not granted | Not granted | Granted | Granted |
| 3.3 | Exemption of import duty on machinery as approved by the Board. | Granted | Granted | Granted | Granted | Granted |
| 4. | Date of first earning promoted operation profit | - | 2 October 2023 for PCBA product 5 July 2024 for Optical device | 16 January 2018 | 1 March 2014 | 2 May 2014 |



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The Company's operating revenues for the years divided between promoted and non-promoted operations, are summarised below.

| (Unit: Thousand Baht) | | | | | | |
|--------------------------|---------------------|---------|-------------------------|-----------|-----------|-----------|
| | Promoted operations | | Non-promoted operations | | Total | |
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Sales and service income | | | | | | |
| Domestic sales | 201,534 | 13,153 | 155,232 | 143,926 | 356,766 | 157,079 |
| Direct export sales | 507,916 | 512,184 | 1,166,695 | 1,392,179 | 1,674,611 | 1,904,363 |
| Total sales | 709,450 | 525,337 | 1,321,927 | 1,536,105 | 2,031,377 | 2,061,442 |

26. loss per share

Basic loss per share is calculated by dividing loss for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year, net of treasury stock held by the Company.

27. Segment information

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance.

For management purposes, the Group is organised into 3 business units based on its products:

- Electronics Manufacturing Service (EMS) segment provides manufacture, assembly and sales of EMS.
- Outsourced Assembly and Test (OSAT) segment provides assembly, test and sales of OSAT.
- Fiber optical devices (Optical) segment provides manufacture, assembly and sales of Optical.

No operating segments have been aggregated to form the above reportable operating segments.

The chief operating decision maker monitors the operating results of the business units separately for the purpose of making decisions about resource allocation and assessing performance. Segment performance is measured based on operating profit or loss and total assets and on a basis consistent with that used to measure operating profit or loss and total assets in the financial statements.

The basis of accounting for any transactions between reportable segments is consistent with that for third party transactions.



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The following tables present revenue and profit (loss) information regarding the Group's operating segments for the years ended 31 December 2025 and 2024.

(Unit: Million Baht)

| For the years ended 31 December | | | | | | | | | | |
|---|---|------|--------------------------------------|------|------------------------------|------|---------------------------------------|------|-----------------------------------|-------|
| | Located in Thailand | | | | | | | | | |
| | Electronics Manufacturing Service segment | | Outsourced Assembly and Test segment | | Fiber optics devices segment | | Elimination of inter-segment revenues | | Consolidated financial statements | |
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Revenue from external customers | 905 | 817 | 523 | 591 | 603 | 653 | - | - | 2,031 | 2,061 |
| Inter-segment revenues | - | - | - | - | - | - | - | - | - | - |
| Total revenues | 905 | 817 | 523 | 591 | 603 | 653 | - | - | 2,031 | 2,061 |
| Segment profit (loss) | 14 | (79) | (25) | (10) | 83 | 115 | - | - | 72 | 26 |
| Other service income and other income | | | | | | | | | 138 | 79 |
| Selling and distribution expenses | | | | | | | | | (26) | (37) |
| Administrative expenses and loss on exchange | | | | | | | | | (236) | (234) |
| Gain (loss) on derivatives | | | | | | | | | 2 | (2) |
| Finance cost | | | | | | | | | (1) | - |
| Income tax benefits (expenses) | | | | | | | | | (9) | 1 |
| (Profit) loss attributable to non-controlling interests of the subsidiaries | | | | | | | | | - | 3 |
| Loss attributable to equity holders of the Company | | | | | | | | | (60) | (164) |



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Revenue from external customers is based on locations of the customers.

| | (Unit: Thousand Baht) | |
|---|-----------------------|-----------|
| | 2025 | 2024 |
| Revenue from external customers | | |
| Thailand | 357,241 | 199,165 |
| United States of America | 963,241 | 1,280,178 |
| Denmark | 251,697 | 187,579 |
| Others | 459,203 | 394,520 |
| Total (per consolidated financial statements) | 2,031,377 | 2,061,442 |

Non-current assets (other than financial instruments and deferred tax assets) are the assets of entities located in Thailand.

For the year 2025, the Group has revenue from two major customers in amount of Baht 694 million and Baht 251 million (2024: Baht 805 million and Baht 208 million derived from two major customers) arising from three segments.

28. Provident fund

The Company and their employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. The Company and their employees contributed to the fund monthly at the rates of 3-10% of basic salary. The fund, which is managed by Kasikorn Asset Management Company Limited, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2025 amounting to approximately Baht 10 million (2024: Baht 9 million) were recognised as expenses.

29. Commitments and contingent liabilities

29.1 Long-term service commitments

The Company entered into technical and sale consultant agreements. Under the conditions of the agreements, the Company is to pay consultant fees on a monthly basis at rates stipulated in the agreements. In addition, the Company is to pay monthly commission fees as stipulated in the agreements. The fees for the year ended 31 December 2025 amounting to approximately Baht 14.9 million (2024: Baht 17.7 million) were recognised as expenses.

29.2 Capital commitments

As at 31 December 2025, the Company had capital commitments of Baht 11.4 million, relating to the acquisition of machinery, software and building utility system (2024: Baht 6.4 million and USD 0.1 million).

29.3 Electricity purchase agreement

The Company entered into an agreement with a company to purchase electricity in a specified quantity and at a stipulated price as defined in the agreement. The agreement period is 15 years and will expire in September 2029.

29.4 Guarantees

As at 31 December 2025, there were outstanding bank guarantees of Baht 2.4 million (2024: Baht 2.6 million) issued by a bank on behalf of the Company. These included letters of guarantee amounting to Baht 2.3 million (2024: Baht 2.3 million) to guarantee electricity use and Baht 0.1 million (2024: Baht 0.3 million) to guarantee contractual performance.



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30. Fair value hierarchy

As at 31 December 2025 and 2024, the Group had the assets and liabilities that were measured at fair value or for which fair value was disclosed using different levels of inputs as follows.

(Unit: Million Baht)

| Consolidated and Separate financial statements | | | | |
|--|---------|---------|---------|-------|
| As at 31 December 2025 | | | | |
| | Level 1 | Level 2 | Level 3 | Total |
| Assets measured at fair value | | | | |
| Financial assets measured at FVTPL | | | | |
| Investment unit in mutual fund units | 8 | - | - | 8 |
| Financial assets measured at FVOCI | | | | |
| Investment in equity instrument | - | - | 28 | 28 |
| Land | - | - | 81 | 81 |

(Unit: Million Baht)

| Consolidated and Separate financial statements | | | | |
|--|---------|---------|---------|-------|
| As at 31 December 2024 | | | | |
| | Level 1 | Level 2 | Level 3 | Total |
| Assets measured at fair value | | | | |
| Derivatives | | | | |
| Foreign currency forward contracts | - | - | 3 | 3 |
| Land | - | - | 81 | 81 |
| Liabilities measured at fair value | | | | |
| Derivatives | | | | |
| Foreign currency forward contracts | - | 2 | - | 2 |



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31. Financial instruments

31.1 Derivatives

(Unit: Thousand Baht)

| Consolidated and Separate financial statements | | |
|---|------|-------|
| | 2025 | 2024 |
| Derivative liabilities | | |
| Derivatives liabilities not designated as hedging instruments | | |
| Foreign exchange forward contracts | - | 1,866 |
| Total derivative liabilities | - | 1,866 |

Derivatives not designated as hedging instruments

The Group uses foreign exchange forward contracts to manage some of its transaction exposures. The contracts are entered into for periods consistent with foreign currency exposure of the underlying transactions, generally from 4-6 months.

31.2 Financial risk management objectives and policies

The Group's financial instruments principally comprise cash and cash equivalents, trade and other current receivables, loans to subsidiaries, investment units in mutual fund, trade and other current payables, lease liabilities and short-term from financial institutions. The financial risks associated with these financial instruments and how they are managed is described below:-

Credit risk

The Group is exposed to credit risk primarily with respect to trade and other current receivables and loans. The Group's maximum exposure to credit risk is limited to the carrying amounts as stated in the statement of financial position.

Trade receivables

The Group manages the risk by adopting appropriate credit control policies and procedures and therefore does not expect to incur material financial losses. Outstanding trade receivables are regularly monitored and any shipments to major customers are generally covered by other forms of credit insurance obtained from reputable banks and other financial institutions.

However, the Group is exposed to concentrations of credit risk with respect to trade and other receivables because they have a few major customers who are in the same industry. The maximum exposure to credit risk is limited to the carrying amount of trade and other receivables as stated in the statement of financial position.

An impairment analysis is performed at each reporting date to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar credit risks. The Group classifies customer segments by geography, customer type and rating, and coverage by other forms of credit insurance. The calculation of impairment reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions.



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Market risk

There are two types of market risk comprising currency risk and interest rate risk. The Group enters into a variety of derivatives to manage its risk exposure, including: Foreign exchange forward contracts to hedge the foreign currency risk arising on the export or import of goods.

Foreign currency risk

The Group's exposure to the foreign currency risk relates primarily to its purchase of raw materials, trading transactions and purchases of machinery that are denominated in foreign currencies. The Group seeks to reduce this risk by entering into foreign exchange forward contracts when it considers appropriate. Generally, the forward contracts mature within one year.

As at 31 December 2025 and 2024, the balances of financial assets and liabilities denominated in foreign currencies are summarized below.

| Foreign currency | Financial assets | | Financial liabilities | | Average exchange rate | |
|------------------|-------------------|-----------|-----------------------|-----------|------------------------------------|---------|
| | as at 31 December | | as at 31 December | | as at 31 December | |
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| | (Million) | (Million) | (Million) | (Million) | (Baht per 1 foreign currency unit) | |
| US dollar | 22.0 | 12.2 | 7.5 | 6.8 | 31.5826 | 33.9879 |
| Japanese yen | - | - | 1.4 | 1.4 | 0.2021 | 0.2155 |
| Chinese yuan | - | - | 0.1 | - | 4.5124 | 4.6563 |

Foreign currency sensitivity

The following tables demonstrate the sensitivity of the Group's profit before tax to a reasonably possible change in US dollar exchange rates, with all other variables held constant. The impact on the Group's profit before tax is due to changes in the fair value of monetary assets and liabilities including non-designated foreign currency derivatives as at 31 December 2025 and 2024. The Group's exposure to foreign currency changes for all other currencies is not material.

| Currency | 2025 | | 2024 | |
|-----------|-------------------|---------------------------|-------------------|---------------------------|
| | Change in FX rate | Effect on loss before tax | Change in FX rate | Effect on loss before tax |
| | (%) | (Thousand Baht) | (%) | (Thousand Baht) |
| US dollar | +4.00 | 17,990 | +4.00 | 11,926 |
| | -4.00 | (17,990) | -4.00 | (11,926) |



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This information is not a forecast or prediction of future market conditions and should be used with care.

Interest rate risk

The Group's exposure to interest rate risk relates primarily to its loans, lease liabilities and short-term. Most of the Group's financial assets and liabilities bear floating interest rates or fixed interest rates which are close to the market rate.

As at 31 December 2025 and 2024, significant financial assets and liabilities classified by type of interest rate are summarized in the table below, with those financial assets and liabilities that carry fixed interest rates further classified based on the maturity date, or the repricing date if this occurs before the maturity date.

(Unit: Million Baht)

| As at 31 December 2025 | | | | | | |
|-------------------------------------|------------------|--------------|---------------------------|-------------------------|-------|--|
| Consolidated financial statements | | | | | | |
| Fixed interest rates | | | | | | |
| | Within 1 year | 1-5 years | Floating interest rate | Non-interest bearing | Total | Effective interest rate (% per annum) |
| Financial assets | | | | | | |
| Cash and cash equivalents | - | - | 394 | - | 394 | Note 7 |
| Trade and other current receivables | - | - | - | 372 | 372 | - |
| | - | - | 394 | 372 | 766 | |
| Financial liabilities | | | | | | |
| Short-term loan | - | - | 161 | - | 161 | Note 15 |
| Trade and other current payables | - | - | - | 397 | 397 | - |
| Lease liabilities | 1 | 3 | - | - | 4 | 3.00-5.90, 14.99 |
| | 1 | 3 | 161 | 397 | 562 | |



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(Unit: Million Baht)



| As at 31 December 2024 | | | | | | |
|-------------------------------------|------------------|--------------|---------------------------|-------------------------|-------|--|
| Consolidated financial statements | | | | | | |
| Fixed interest rates | | | | | | |
| | Within 1 year | 1-5 years | Floating interest rate | Non-interest bearing | Total | Effective interest rate (% per annum) |
| Financial assets | | | | | | |
| Cash and cash equivalents | - | - | 286 | - | 286 | Note 7 |
| Trade and other current receivables | - | - | - | 427 | 427 | - |
| | - | - | 286 | 427 | 713 | |
| Financial liabilities | | | | | | |
| Short-term loan | - | - | 50 | - | 50 | Note 15 |
| Trade and other current payables | - | - | - | 368 | 368 | - |
| Lease liabilities | 1 | 1 | - | - | 2 | 3.70 -4.83 |
| | 1 | 1 | 50 | 368 | 420 | |

(Unit: Million Baht)

| As at 31 December 2025 | | | | | | |
|-------------------------------------|------------------|--------------|---------------------------|-------------------------|-------|--|
| Separate financial statements | | | | | | |
| Fixed interest rates | | | | | | |
| | Within 1 year | 1-5 years | Floating interest rate | Non-interest bearing | Total | Effective interest rate (% per annum) |
| Financial assets | | | | | | |
| Cash and cash equivalents | - | - | 392 | - | 392 | Note 7 |
| Trade and other current receivables | - | - | - | 372 | 372 | - |
| | - | - | 392 | 372 | 764 | |
| Financial liabilities | | | | | | |
| Short-term loan | - | - | 161 | - | 161 | Note 15 |
| Trade and other current payables | - | - | - | 398 | 398 | - |
| Lease liabilities | 1 | 3 | - | - | 4 | 3.00 -5.90, 14.99 |
| | 1 | 3 | 161 | 398 | 563 | |

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(Unit: Million Baht)

| As at 31 December 2024 | | | | | | |
|-------------------------------------|------------------|--------------|---------------------------|-------------------------|-------|--|
| Separate financial statements | | | | | | |
| Fixed interest rates | | | | | | |
| | Within 1 year | 1-5 years | Floating interest rate | Non-interest bearing | Total | Effective interest rate (% per annum) |
| Financial assets | | | | | | |
| Cash and cash equivalents | - | - | 273 | - | 273 | Note 7 |
| Trade and other current receivables | - | - | - | 429 | 429 | - |
| | - | - | 273 | 429 | 702 | |
| Financial liabilities | | | | | | |
| Short-term loan | - | - | 50 | - | 50 | Note 15 |
| Trade and other current payables | - | - | - | 368 | 368 | - |
| Lease liabilities | 1 | 1 | - | - | 2 | 3.70-4.83 |
| | 1 | 1 | 50 | 368 | 420 | |

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Liquidity risk

This is the risks that the Group will be unable to pay debts and meet obligations when due, because of inability to timely convert assets into cash when settlement is due, obtain sufficient funds to meet the funding needs, or is able to obtain funds but at the cost that is beyond an acceptable level. These risks may affect the Group's income and financial position.

The Group has established a policy for management of liquidity, control of liquidity risk ceilings at acceptable levels, which stipulates the tools to be used for monitoring and controlling liquidity risk by the management. The tools used for liquidity risk management include estimation of the cash inflows and outflows to assess the liquidity gap for various periods of time and analysis of key financial ratios.

The table below summarizes the maturity profile of the Group's non-derivative financial liabilities and derivative financial instruments as at 31 December 2025 and 2024 based on contractual undiscounted cash flows:

(Unit: Thousand Baht)

| Consolidated financial statements | | | | | |
|--|-----------|------------------|--------------|-----------|---------|
| As at 31 December 2025 | | | | | |
| | On demand | Less than 1 year | 1 to 5 years | > 5 years | Total |
| Non-derivatives | | | | | |
| Short-term loans from financial institutions | - | 161,275 | - | - | 161,275 |
| Trade and other current payables | - | 397,212 | - | - | 397,212 |
| Lease liabilities | - | 1,663 | 3,551 | - | 5,214 |
| Total non-derivatives | - | 560,150 | 3,551 | - | 563,701 |



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| (Unit: Thousand Baht) | | | | | |
|--|-----------|------------------|--------------|-----------|---------|
| Consolidated financial statements | | | | | |
| As at 31 December 2025 | | | | | |
| | On demand | Less than 1 year | 1 to 5 years | > 5 years | Total |
| Non-derivatives | | | | | |
| Short-term loans from financial institutions | - | 50,000 | - | - | 50,000 |
| Trade and other current payables | - | 368,181 | - | - | 368,181 |
| Lease liabilities | - | 1,237 | 1,043 | - | 2,280 |
| Total non-derivatives | - | 419,418 | 1,043 | - | 420,461 |
| Derivatives | | | | | |
| Derivative liabilities: net settled | - | 1,866 | - | - | 1,866 |
| Total derivatives | - | 1,866 | - | - | 1,866 |

| (Unit: Thousand Baht) | | | | | |
|--|-----------|------------------|--------------|-----------|---------|
| Consolidated financial statements | | | | | |
| As at 31 December 2025 | | | | | |
| | On demand | Less than 1 year | 1 to 5 years | > 5 years | Total |
| Non-derivatives | | | | | |
| Short-term loans from financial institutions | - | 161,275 | - | - | 161,275 |
| Trade and other current payables | - | 398,278 | - | - | 398,278 |
| Lease liabilities | - | 1,663 | 3,551 | - | 5,214 |
| Total non-derivatives | - | 561,216 | 3,551 | - | 564,767 |

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(Unit: Thousand Baht)

| Consolidated financial statements | | | | | |
|--|-----------|------------------|--------------|-----------|---------|
| As at 31 December 2025 | | | | | |
| | On demand | Less than 1 year | 1 to 5 years | > 5 years | Total |
| Short-term loans from financial institutions | - | 50,000 | - | - | 50,000 |
| Trade and other current payables | - | 368,029 | - | - | 368,029 |
| Lease liabilities | - | 1,237 | 1,043 | - | 2,280 |
| Total non-derivatives | - | 419,266 | 1,043 | - | 420,309 |

(Unit: Thousand Baht)

| Consolidated financial statements | | | | | |
|-------------------------------------|-----------|------------------|--------------|-----------|-------|
| As at 31 December 2025 | | | | | |
| Derivatives | On demand | Less than 1 year | 1 to 5 years | > 5 years | Total |
| Derivative liabilities: net settled | - | 1,866 | - | - | 1,866 |
| Total derivatives | - | 1,866 | - | - | 1,866 |

31.3 Fair value of financial instruments

Since the majority of the financial instruments of the Group are short-term in nature and loans carry interest at rates close to the market interest rate, their fair value is not expected to be materially different from the amounts presented in the statements of financial position.

The methods and assumptions used by the Group estimating the fair value of financial instruments are as follows:

- a) For financial assets and liabilities which have short-term maturities, including cash and cash equivalents, accounts and other receivables and short-term loans to related parties, accounts and other payables and short-term loans from financial institutions, the carrying amounts in the statement of financial position approximate their fair value.
- b) The fair value of investment in mutual fund is generally derived from quoted market prices.
- c) Investments in equity instrument of non-listed company measured at the adjusted net book value method.
- d) The fair value of derivatives has been determined using a discounted future cash flow model and a valuation model technique. Most of the inputs used for the valuation are observable in the relevant market, such as spot rates of foreign currencies, yield curves of the respective currencies, and interest rate yield curves. The Group considers to counterparty credit risk when determining the fair value of derivatives

During the current year, there were no transfers within the fair value hierarchy.

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32. Capital management

The primary objective of the Company’s capital management is to ensure an appropriate capital structure to support the business operations, maintain financial liquidity, and maximise shareholder value.

33. Events after the reporting period

On 26 February 2026, a meeting of the Company’s Board of Directors passed the following resolutions:

- 1. To propose a dividend payment for the year 2025 of Baht 0.03 per share to the Company’s shareholders, totaling Baht 24.41 million. The Company is to pay the dividend and record after it is approved by the Annual General Meeting of the Company’s shareholders which will be held in April 2026.
- 2. Approved a reduction in the Company’s registered share capital of Baht 7,091,200, from Baht 845,584,063 to Baht 838,492,863, by canceling 7,091,200 unsold treasury shares with a par value of Baht 1 per share.

34. Approval of financial statements

These financial statements were authorized for issue by the Company’s Board of Directors on 26 February 2026.



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Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision, the Company's secretary

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Associate Professor Dr. Preecha Jarungidanan

Position

Acting Chairman, Independent Director, Chairman of Audit Committee and Chairman of Nomination & Remuneration Committee

Age

79 years

Percentage of Shareholding as of December 31, 2025

-none-

Educational Background

- Doctor of Philosophy (Ph.D.) in Economics, Major in Monetary Theory, University of Missouri (Columbia) USA.
- Master of Economics, Major in Public Finance, California State University, Long Beach, USA.
- Bachelor of Economics, Major in Finance and Banking, Thammasat University

Work Experience

Present:

- Independent Director and Chairman of Audit Committee and Chairman of Nomination & Remuneration Committee of Stars Microelectronics (Thailand) Public Company Limited

Position in other listed companies:

- Independent Director and Audit Committee Member of Thai German Product
- Director and Audit Committee Member of Lam Soon (Thailand) Public Company Limited
- Advisory Member & Guest Lecturer of MBA, NIDA Business School

Past:

- Chairman of NIDA Council
- President of University, The National Institute of Development Administration
- Vice President for Administration, The National Institute of Development Administration
- President of Administration, The National Institute of Development Administration
- Director , Vice President of Chaophraya Investment and Securities Company Limited
- Academic Specialist, The National Institute of Development Administration
- Honorary Director of Public Debt Management Control and Policy Committee, The Public Debt
- Director of Office of the National Research Council of Thailand, Economics Department
- Research Manager of SCB Bank Public Company Limited

Training History

- Director Accreditation Program (DAP), Class of 9/2004, Thai Institute of Directors
- Director Certification Program (DCP), Class of 89/2007, Thai Institute of Directors
- Audit Committee Program (ACP), Class of 24/2008, Thai Institute of Directors



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Mr. Prompong Chaikul

Position

Vice Chairman , Chairman of Executive Committee , Chief Executive Officer (CEO), Chairman of Growth Committee and Risk Management Committee Member

Age

39 years

Percentage of Shareholding as of December 31, 2025

4.5206 %

Educational Background

- Master of Business Administration (Executive) (M.B.A.), Sasin Graduate Institute of Business Administration of Chulalongkorn University
- Master of Engineering, Major in Electrical and Electronics Engineering (with Management), Imperial College London, United Kingdom (First class honors)

Work Experience

Present:

- Vice Chairman, Chairman of Executive Committee, Chief Executive Officer (CEO), Chairman of Growth Committee and Risk Management Committee Member of Stars Microelectronics (Thailand) Public Company Limited
- Director of SS RFID Company Limited
- Director of SMT Green Energy Company Limited
- Director of Stars Microelectronics USA, Inc.
- Director of Stars Semicon US Inc.

Past:

- Chief of Supply Chain officer of Stars Microelectronics (Thailand) Public Company Limited
- Assistant Director (Planning & Development) of Stars Microelectronics (Thailand) Public Company Limited
- Senior Engineer (Project & Development) of Stars Microelectronics (Thailand) Public Company Limited
- Project Manager of Borei Corp., USA

Training History

- The Board's Role in Mergers and Acquisitions (BMA) 1/2022 (Online) , Thai Institute of Directors
- IT Governance & Cyber Resilience Program, Class of 13/2020, Thai Institute of Directors
- Six Sigma (Brown Belt)
- Director Accreditation Program (DAP), Class of 116/2015, Thai Institute of Directors
- EN ISO 13485:2012 –Requirement and Internal Audit for Medical Device (TUV SUD PSB) Thailand
- Strategic Planning
- Change Management for Success
- Work and Safety Training (Management level), Safety Training Institute
- Coaching Skill , Bangkok Business Training
- Mini Master in HR Management
- Cost Management , Management and Psychology Institute
- Business Analysis, Executive Financial Management, Marketing Strategy, Risk Management
- EICC Code of Conduct

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Associate Professor Dr. Aekkachai Nittayagasetwat

Position

Independent Director , Audit Committee Member and Nomination & Remuneration Committee Member

Age

62 years

Percentage of Shareholding as of December 31, 2025

- none -

Educational Background

- Ph.D. (Finance), University of Mississippi, U.S.A.
- M.B.A. (Finance), National Institute of Development Administration, Thailand
- B.Sc. (Chemical Technology majoring in Chemical Engineering), Chulalongkorn University, Thailand

Work Experience

Present:

- Independent Director , Audit Committee Member and Nomination & Remuneration Committee Member of Stars Microelectronics (Thailand) Public Company Limited
- Associate Professor of Finance, National Institute of Development Administration (NIDA)

Position in other listed companies:

- Chairman of Audit Committee of Universal Absorbance and Chemicals Public Company Limited
- Chairman of Audit Committee, Independent Director, Nomination Committee Member, Remuneration Committee Member & Risk Management Committee Member of Getabec Public Company Limited

- Chairman of Audit Committee, Chairman of Corporate Governance Committee, Nomination & Remuneration Committee Member & Risk Management Committee Member of UAC Global Public Company Limited
- Audit Committee Member , Independent Director & Remuneration Committee of Liberator Securities

Past:

- Dean of NIDA Business School, National Institute of Development Administration
- Associate Dean of NIDA Business School, National Institute of Development Administration
- Associate Dean for Academic Affairs, GSBA, NIDA
- Chairman of Risk Committee , Audit Committee Member & Independent Director of Panjawattana Plastic Public Company Limited
- Chairman of Audit Committee, Independent Director, Nomination Committee & Remuneration Committee Member & Risk Management Committee Member of TRC Construction Public Company Limited
- Chairman of Audit Committee of G.T. Wealth Management Company Limited

Training History

- Financial Risk Manager (FRM), Global Asset Risk Professionals (GARP)
- Director Accreditation Program (DAC)
- Listed Companies Association on “Listed Firms Financial Distress Prediction” and “The Stability of The Thai Capital Market” Projects Stock Exchange of Thailand on “Securities Business after Brokerage Firms” Project
- Executive Leadership Program (ELP), National Institute of Development Administration, Thailand and The Wharton School, University of Pennsylvania,
- Compensation Program , Thai Institute of Directors

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Professor Dr. Kamphol Panyagometh

Position

Independent Director, Audit Committee Member and Chairman of Risk Management Committee

Age

53 years

Percentage of Shareholding as of December 31, 2025

0.0414 %

Educational Background

- Ph.D. in Finance, Schulich School of Business, York University, Canada
- M.B.A (Finance Major), National Institute of Development Administration
- B.Sc. (Microbiology), King Mongkut's Institute of Technology Thonburi

Work Experience

Present:

- Independent Director, Audit Committee Member and Chairman of Risk Management Committee of Stars Microelectronics (Thailand) Public Company Limited

Position in other listed companies:

- Independent Director and Chairman of Audit Committee of O.C.C. Public Company Limited
- Independent Director of Hydrogen Freehold and Leasehold Real Estate Investment Trust
- Independent Director and Audit Committee Member of WHA Utilities & Power Public Company Limited
- Professor in Finance, National Institute of Development Administration
- Subcommittee on the Consideration of Securities Acquisition for Business Dominance of The Securities and Exchange Commission

Past:

- Independent Director of WHA Corporation Public Company Limited
- Independent Director and Audit Committee Member of Hydrotek Public Company Limited
- Independent Director, Audit Committee Member of Prime Road Power Public Company Limited
- President, National Institute of Development Administration
- Vice President for Research and Consulting Services
- Director of MSc in Financial Investment and Risk Management, NIDA Business School
- Asset Allocation and Portfolio Management Consultant, Finansia Asset Management
- Investment Committee, National Institute of Development Administration (NIDA)
- Board of Directors, Asian Finance Association
- Regional Director in Thailand, Global Association of Risk Professionals
- CFA Society of Thailand Board of Directors
- Risk Management Consultant, One Asset Management
- Sub-committee of Education, Thai Financial Planners Association (TFPA)
- Director of University Liaisons, CFA Society of Thailand
- Research Associate, The Individual Finance and Insurance Decisions Centre, Canada

Training History

- Director Accreditation Program (DAP), Class of 90/2011, Thai Institute of Directors
- Advanced Audit Committee Program (AACP), Class of 56/2025, Thai Institute of Directors
- Board Nomination Compensation Program (BNCP), Class of 23/2025, Thai Institute of Directors
- The Executive Program, Class of 26, Capital Market Academy (CMA)
- The Executive Program in Energy Literacy, Class of 14, Thailand Energy Academy (TEA)
- Chartered Financial Analyst (CFA)
- Financial Risk Managers (FRM)
- Certified Financial Planners (CFP)
- NIDA-Wharton Executive Leadership Program

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Mr. Nattapong Chaikul

Position

Director and Executive Director

Age

30 years

Percentage of Shareholding as of December 31, 2025

8.6767 %

Educational Background

- Master Degree in Management (Distinction), University College London, United Kingdom
- Bachelor of Chemical Engineering (Upper Second-Class Honours), University College London, United Kingdom

Work Experience

Present:

- Director and Executive Director of Stars Microelectronics (Thailand) Public Company Limited
- Director and Executive Director of SMT Biomass Company Limited
- Director and Executive Director of SMT Energy Company Limited
- Director and Executive Director of A Star Technology Company Limited
- Director and Executive Director of Key Stars Property Company Limited
- Director and Executive Director of Cheeva Rice Company Limited
- Director and Executive Director of Kullapassorn Company Limited

Training History

- Director Accreditation Program (DAP), Class of 167/2019, Thai Institute of Directors
- Financial Statements of Directors (FSD), Class of 42/2020, Thai Institute of Directors
- Leading with Finance , Harvard Business School
- Business Analysis Course, Chulalongkorn University

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Assistant Professor Dr. Jitkasame Ngarmnil

Position

Director

Age

59 years

Percentage of Shareholding as of December 31, 2025

-none-

Educational Background

Ph.D. DIC. Electronics Engineering, Integrated Circuit Designs, Imperial College London, the University of London

Work Experience

Present:

- Director, Stars Microelectronics (Thailand) Public Company Limited

Position in other listed companies:

- Director, International Research Corporation Public Company

Past:

- Co-CEO & Director, International Research Corporation, PLC.
- Managing Director, International Engineering, PLC
- Dean of Faculty of Engineering, Vice President, Secretary of the University Council, Mahanakorn University of Technology
- President, Institute of Electrical and Electronics Engineers (IEEE)
- Secretary to Minister, Ministry of Information & Communication Technology
- Director, Executive Director, Risk Management Committee Member, Director for considering and drawing up budget, National Telecom, PLC.

Training History

- Director Certification Program (DCP107), Institute of Directors (IOD)
- Financial Statements for Directors, Institute of Directors (IOD)
- Financial Management for Executive Course, Chulalongkorn University
- Business Analysis Course, Chulalongkorn University
- Top Executive Course , (OCSC 14), Ministry of Education



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Mr. Yunyong Sawasdi

Position

Director, Company Secretary, Executive Director, Nomination & Remuneration Committee Member, Risk Management Committee Member and Former Chief Finance & Administration Officer (Former-CFO)

Age

73 years

Percentage of Shareholding as of December 31, 2025

0.0001 %

Educational Background

- Master's Degree in Business Administration (MBA), Faculty of Commerce and Accountancy, Thammasat University
- Master's Degree in Public Administration, National Institute of Development Administration (NIDA)
- Bachelor's Degree in Education (Science), Faculty of Education, Chulalongkorn University

Work Experience

Present:

- Director, Company Secretary, Executive Director, Nomination & Remuneration Committee Member, Risk Management Committee Member of Stars Microelectronics (Thailand) Public Company Limited
- Director of Stars Microelectronics USA, Inc.
- Director of Stars Semicon US Inc.
- Guest Lecturer at Faculty of Dentistry, Mahidol University.

Past:

- Chief Finance & Administration Officer (CFO) of Stars Microelectronics (Thailand) Public Company Limited
- General Manager of Thaimaparn Trading Company Limited
- Guest Lecturer at Faculty of Political Science, Chulalongkorn University

Training History

- Director Accreditation Program (DAP), Class of 98/2012, Thai Institute of Directors
- Company Secretary Program (CSP), Class of 33/2009, Thai Institute of Directors
- Role of the Compensation Committee Program (RCC), Class of 9/2009, Thai Institute of Directors
- Advanced Audit Committee Program (AAP), Class of 55/2025, Thai
- Institute of Directors.
- Audit Committee-In the winds of change, EY office Limited
- Good Practice in setting Remuneration of Directors, Thai Listed Companies
- Association: TLCA, Class of 3/2568
- Insight in SET (The Stock Exchange of Thailand), Class of 1/2025

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Nunticha Chaikul, M.D.

Position

Vice Chairman of Executive Committee and Chairman of Sustainable Development Committee

Age

28 years

Percentage of Shareholding as of December 31, 2025

5.4400 %

Educational Background

- Doctor of Medicine, Srinakharinwirot University | 2018-2021
- Bachelor of Medical Sciences, University of Nottingham (UK) | 2016-2018

Work Experience

Present:

- Vice Chairman of Executive Committee and Chairman of Sustainable Development Committee Stars Microelectronics Thailand | Mar 2024-Present
- Board of Director, Stars Microelectronics USA Inc. | Oct 2023-Present
- Board of Director, Stars Semicon US Inc. | Dec 2025-Present
- Managing Director, Kulphassorn D Enchant Clinic Co.,Ltd. | Nov 2022-Present
- Managing Director, Kulphassorn Flazh Co., Ltd (Flash Aesthetics Clinic) | Jan 2023-Present

Past:

- Coordinating Manager, Stars Microelectronics USA Inc. | Feb 2023-Mar 2024
- General Practitioner, Srinagarind Hospital | 2021-2022
- Tzu Chi Hospital, Buddhist Tzu Chi Medical Foundation, Hualien Taiwan | 2019
- General Practitioner Visits and Hospital Visits, Queens Medical Center, Nottingham UK | 2016-2018

Training History

- American Board of Aesthetics Medicine | 2022-2023
- Conceptions Florida Center for Fertility and Genetics, Florida, United States | 2020
- Director Accreditation Program (DAP), Thai Institute of Directors | 2024



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Dr. Surasit Chungpaiboonpatana

Position

Deputy-CEO and Executive Director

Age

51 years

Percentage of Shareholding as of December 31, 2025

-None-

Educational Background

- Ph.D. in Materials Science from The University of California, USA
- M. Management from The University of California, USA
- M. Sc. in Chemical Engineering from Motorola Program/ASU, USA
- B. Sc. in Electronics Engineering from Motorola Program/ASU, USA (First Class Honor)

Work Experience

Present

- Deputy-CEO and Executive Director of Stars Microelectronics (Thailand) Public Company Limited (since July 28, 2025)
- Director of Stars Microelectronics USA, Inc.
- Director of Stars Semicon US Inc.

Past

- Executive Head of Technology and Operations, Singapore Government Technology/ASTARS (Singapore)
- VP of Worldwide BE Product Integration, NXP Semiconductor (Eindhoven, Netherlands)
- Senior Director of Worldwide Operations, Qualcomm (San Diego, USA)
- Principle Staff Manager, Technology & Product Integration, Motorola (Arizona, USA)

Leadership Exposures

- Global Experiences: Stationed in Singapore, Taiwan, China/Hong Kong, Japan, Netherlands, Belgium, Malaysia, and Philippines
- Fluent in English, Chinese Mandarin, Thai & secondary Japanese
- Six-Sigma Black Belt at Motorola, Qualcomm, and NXP
- Proven in top MNC organizations and industry driven chaired/co-chairmanships in variety of across industry & corporates activities
- Driven for best-in-class solutions proved throughout progressive career growths in both technical and management roles experienced
- Willingness to learn and grow through various roles with driven organizations, taking on new challenges as great learning opportunities
- Strong industry interactions to MNC government sectors for key leverages

Past Awards (since 2005)

- 2023-25 ICSCRM's Highest Accepted Papers Organization of the Event
- 2022-23 VLSI-TSA'23 & '24, AWPS'24, ECS'24 Invited Speakers
- 2021 ECSCRM'21 Ten Highlight of the Event
- 2020-21 SEMICON Invited Moderators
- 2019 CISCO Best Operation Improvement Award
- 2018 Inphi Operations Excellence Award by CEO Ford Tamer
- 2013-2015 NXP STAR Technical Management Awards
- 2013-2014 SEMI Invited Speakers
- 2012 IMAPS Best Technical Paper Award
- 2007-2009 SEMICON VIP Invitation – Technology Management Sessions
- 2006-2008 IMAPS/IEEE –Invited Technical Chairs
- ConFab 2006-2008, 2011-2013 & FSA 2006-VIP Guest Invitation and Speaker
- IMPACT/ITRI 2006 –Invited Speaker and Technical Chair
- Invited Editor for MRS, IEEE, and Electronic Reliability Journals –2004 to 2006



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Mr. Naris Chandang

Position:

Chief Marketing Officer and Executive Director, Sustainable Development Committee Member, Growth Committee Member and Risk Management Committee Member

Age

56 years

Percentage of Shareholding as of December 31, 2025

0.0485 %

Educational Background

- Bachelor's Degree in Science (Physics), Silpakorn University
- Master's Degree in Engineering (Electronics), King Mongkut's institute of Technology Ladkrabang

Work Experience

Present:

- Chief Marketing Officer (CMO) of Stars Microelectronics (Thailand) Public Company Limited
- Director of Stars Microelectronics USA, Inc.
- Director of Stars Semicon US Inc.

Past:

- Senior Director-Business Development Department, SVI, PLC.
- Director-Business Development Department, SVI, PLC.

Training History

Director Accreditation Program (DAP), Class of 191/2022 (Online) , Thai Institute of Directors



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Mr. Chaiyot Thaveeratitham

Position

Chief Financial Officer, Executive Director , Member of Growth Committee and Member of Risk Management Committee (assigned to take the highest responsibility in Accounting and Finance of the Company)

Age

56 years

Percentage of Shareholding as of December 31, 2025

-none-

Educational Background

- Bachelor's Degree in Banking and Finance from Chulalongkorn University
- Bachelor's Degree in Accountancy from Sukhothai Thammathirat University
- Master's Degree in General Management from National Institute of Development Administration

Work Experience

Present:

- Chief Financial Officer (CFO) of Stars Microelectronics (Thailand) Public Company Limited

Past:

- Chief Financial Officer (CFO) of Thai Appliance Industry Public Company Limited & Thaico Group
- Finance Division Manager of Nan Yang Textile Group
- Finance Department Manager of Vinythai Public Company Limited
- Finance and Investor Relations Director of Stars Microelectronics (Thailand) Public Company Limited
- Business Consulting Manager of ITOS Consulting Company Limited
- Assistant Vice President of The Industrial Finance Corporation of Thailand

Training History

- CFO's ORIENTATION COURSE FOR NEW IPOs
- Director Accreditation Program (DAP), Class of 22/2025, Thai Institute of Directors



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Dr. Nut Sritirawisarn

Position:

Chief Operation Officer, Executive Director,
Sustainable Development Committee Member,
Growth Committee Member and
Risk Management Committee Member

Age

43 years

Percentage of Shareholding as of
December 31, 2025

0.0107%

Educational Background

- Bachelor's Degree in Science (Physics)
(2nd class honor) Chulalongkorn University,
Thailand
- Master's Degree in Science (Physics) (Material
Physics and Nanotechnology) Linköping
University, Sweden
- Doctorate's Degree in Science (Applied Physics)
Eindhoven University of Technology, The
Netherlands

Work Experience

Present:

- Chief Operation Officer (COO) of Stars
Microelectronics (Thailand) Public Company
Limited
- Director of Stars Microelectronics USA, Inc.
- Director of Stars Semicon US Inc.

Past:

- Senior Director of Engineering, Stars
Microelectronics (Thailand) Public Company
Limited
- Manufacturing Product Senior Manager,
Lumentum International (Thailand) Co., Ltd.
- Engineering Manager, OLIC (Thailand) Limited
- Engineering Manager, Fabrinet Co., Ltd.

Training History:

- Six Sigma Brown Belt, in-house Stars
Microelectronics training



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Details of the directors of subsidiaries
As at 31 December 2025

| Name of Directors | Stars Microelectronics USA, Inc. | Stars Semicon US Inc. | SMT Green Energy Co.,Ltd. | SS RFID Co.,Ltd. |
|-----------------------------------|----------------------------------|-----------------------|---------------------------|------------------|
| 1. Mr. Somnuk Chaikul | | | X | X |
| 2. Mr. Prompong Chaikul | X | X | /,* | /,* |
| 3. Mr. Naris Chandang | / | / | | |
| 4. Dr. Nunticha Chaikul | / | / | | |
| 5. Dr. Thinh Hoang Tran | /,* | /,* | | |
| 6. Mr. Yunyong Sawasdi | / | / | | |
| 7. Dr. Surasit Chungpaiboonpatana | / | / | | |
| 8. Dr. Nut Sritirawisarn | / | / | | |

X = Chairman , / =Director ,* = Executive Director



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Details of the Heads of the Internal Audit and Compliance Units

Head of the Internal Audit: Miss Sunan Wongmutthavanich

Position: Director (Internal Audit), Audit Committee's Secretary and Risk Management Committee Member

Age: 52 Years

Education:

Master of Economics Program (Financial Economics), the National Institute of Development Administration (NIDA)

Bachelor's Degree in (Accounting) , Thammasat Business School, Thammasat University

Certificated: CPIAT (Certificated 's professional of Internal auditor of Thailand), The Institute of Internal Auditors of Thailand (IIAT)

Experience in Work: 23 years

Training History :

- ESG Risk Management: Navigating Climate Risk (2 days, January 23-24, 2025) From The Federation of Accounting Professions & The Securities and Exchange Commission.
- ESG Risk Workshop 2025, Fraud Risk Workshop (1 day, June 20, 2025) From The Stock Exchange of Thailand.
- Insight in SET: ID&AC Focus, Knowledge for growth and sustainability in the capital market (2 days, November 18-19, 2025) From The Stock Exchange of Thailand.
- Company Secretary program (CSP 52/2013) (2 days, 6-7 August 2013) From The Thai Institute of Directors.
- Certificated 's professional of Internal auditor of Thailand (CPIAT 9) (21 days , October-December 2008) From The Institute of Internal Auditors of Thailand.

| Time | Company/ Responsibility | |
|-----------------------------|---|---|
| Jul 2007-present (17 years) | Stars Microelectronics (Thailand) Public Company Limited (SMT) | |
| | Key Responsibilities | Duties & Activities |
| | Management and Control Internal Audit Work | 1. Selecting an Internal Auditor 2. Developing an Internal Auditor skills 3. Safeguarding of Busianess Assets 4. Working of internal audit activities |
| | Create the Annual Audit Plan | 1. Set the objective , criteria , scope and audit process 2. Collect the information for create audit plan 3. Set the Annual Audit Plan |
| | Audit, review the project and do audit report | 1. Study the process of work and set Checklist 2. Coordinate and inform the auditee, know the scope, time to audit 3. Work audit accordant with audit project 4. Done the audit report 5. Present to the Executive |
| | Coordinate with Audit Committee | 1. Report the Audit Committee about audit work 1 time in a Quarter 2. Invite the Audit Committee to meeting for certification Financial Statement , Internal Control and Risk Management 3. Contact , coordinate with set, sec. and other |
| | Duties of Audit Committee Secretary Prepare the Audit Committee Meeting in every Quarterly Coordinate with Audit Committee, the Board of Director and sub Committee. Report the main point of Audit and Internal Control to the Audit Committee | |
| 5 years | Crown Seal Public Company Limited (CSC) | |
| 2 years | General Environmental Conservation PCL (GENCO) | |
| 5 years | The Industrial Finance Corporation of Thailand (IFCT) | |



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Assets for business undertaking and details of asset appraisal
As at 31 December 2025

Details of asset appraisal

The Company had asset appraisal in year 2023, appraisal of 2 plots of land area 17-2-1 rai by independent appraiser use Market approach.

Summary and Value of assets

- Asset appraisal:** Land value about 105 Million Bath
- Appraisal by:** First Star Consultant Co.,Ltd. (Mr. Jaroonsak Fongthong)
- Date of assets appraisal:** 25 December 2023
- Date of report:** 27 December 2023
- Objective for asset appraisal:** Record the account

As of 2025, the company will have only one remaining factory site, approximately 13-1-74 rai, with an estimated land value of approximately 80.61 million baht.



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Code of Conduct for Board Members and Employees of Stars Microelectronics (Thailand) PLC
as of 31 December 2025

The Code of Conduct for Board Members and Employees specified in this guide is the basic standard of ethical conduct. The Company has provided this Code of Conduct for all members of the Board and employees to adhere to and behave in accordance with its contents, as the Company believes that guidelines for ethical conduct are an important tool which will lead to improved working practices.

1. Scope

This Code of Conduct is enforced for Board members and employees of the Company including subsidiaries and other enterprises under the Company's control.

2. Adherence

All Board members and employees are responsible for understanding and adhering to this Code of Conduct including any other additional policies issued by the Company.

Members of the Board must adhere to this Code of Conduct by conducting themselves in a way that can be held as an exemplar for other employees and fostering a working environment that supports ethical conduct. Board members must also be committed to dissuade and prevent any ethical violations.

Employees who act in violation of the ethics or relevant policies issued by the Company or those who allow their subordinates to commit ethical violations will be subject to a disciplinary procedure, which may lead to termination, payment of damages, and civil or criminal penalties.

Examples of conduct which may lead to disciplinary action

- Behavior that violates the Company's policies
- Demanding others to violate the Company's policies
- Failure to immediately report violations or suspicious behavior that is in violation of the Company's policies
- Refraining from cooperating with an investigation into the cause of possible violations of the Company's policies
- Defaming others by reporting violations or involvement in violations of the Company's policies
- Failure to demonstrate leadership or oversee adherence to the Company's relevant policies and regulations

3. Honesty and reliability

As honesty is a vital component for reliance and trust, should the Company not be relied upon or trusted, the Company would consequently face difficulties in its business operations. Therefore, the Company must achieve its goal in receiving the utmost trust and satisfaction from its customers. In this regard, Board members and employees must commit to honesty, fairness and integrity in order to gain the trust of the Company's customers.

4. Respect for others at all times

Members of the Board and employees of the Company must behave and act towards others as they would like others to behave and act towards themselves. Accordingly, everyone in the Company must also have respect for any person with whom the Company comes into contact or is involved.

5. Fairness and non-discrimination

Fairness, tolerance, respect and equity are essential components of an organization. Discrimination, whether in terms of nationality, race, gender, religion, age, lineage, or any other form of discrimination, is considered a severe violation of the Company's policies.

6. No infringement of intellectual property including copyrights and patents

Any violations of copyrights, patents, trade secrets, and terms and conditions of license permits are violations of the law.

The use of computer software by Board members and employees in day-to-day operations must be in accordance with regulations as stipulated by the Company. Duplication of software is prohibited, except in the case that permission has been rightfully granted.

7. Confidentiality

The principles of honesty are extended to include the issue of confidentiality, in accordance with the Company's commitment or pledge, whether explicit or implicit, to protect confidential information. This is invoked in all cases where the Company receives or acknowledges information that is not disclosed to the public and is not relevant to the work under any of the Company's contracts.

All Board members and employees of the Company must maintain the confidentiality of any private information provided by customers, contractors, suppliers, business partners, or other parties, except in the case that the Company has been relieved of the responsibility of confidentiality, whether by law or in accordance with the principles of this Code of Conduct.

8. Proper collection and storage of the Company's data

The Company's data must be collected and stored in an accurate and timely manner for the purpose of work efficiency. This includes all types of data, e.g., quality data, security, personal data, and financial and accounting data.

All of the Company's financial and accounting books and reports must accurately reflect the transactions and situations in accordance with generally accepted accounting principles in addition to the internal control system. Creation of false or inaccurate data is strictly prohibited.

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9. Internal data and stock trading data

The Company forbids employees and Board members from using important internal data that the Company has not disclosed to the public for the personal gain of themselves or others, including the trading of the Company's stocks by Board members and employees working in departments privy to internal information. Board members and employees should avoid or refrain from trading the Company's stocks within a period of one month prior to the disclosure of financial statements to the public. In addition, Board members and employees must not disclose or use the Company's confidential information for their own gain. It is the duty of Board members and employees to act cautiously in order to maintain the confidentiality of the information. They also must not use their positions within the Company or any information that they may have received in the course of their work at the Company to wrongfully serve their own interests or to diminish the interests of the Company. Should the Company discover that an employee or Board member has used internal information or demonstrated suspicious behavior that causes damage to the Company, the severest penalty will be issued.

10. Compliance with the law and rules and regulations

The Company expects its Board members and employees to place importance on acting and carrying out duties in compliance with the law and the Company's business-related rules and regulations, including the filing of tax returns and payments within the applicable time period in an accurate and complete manner and after proper verification.

11. Fairness towards business competitors

The Company's policy on competition is to be fair while at the same time remaining determined and resolute.

The Company will not use illegal or immoral methods of data collection to further its interests in competition, which includes prohibiting theft or utilization of any important information, e.g., market data or trade secrets, unless authorized by the owner of said information. Any form of deception or action misleading former or current employees of the Company to disclose confidential information is also prohibited.

12. Responsibility towards shareholders

Work-related practices, operations and decision making of the Board members and employees must only be carried out for the shareholders' best interest.

Board members and employees are prohibited from using the Company's assets for personal gain, for any other purposes unrelated to the Company's business operations, or for financial commitments with suppliers of materials or products, public sectors or government agencies, business partners or competitors of the Company.

13. Communication

As the Company is committed to operating its business in an honest and open manner, all internal and external communications must be correct, accurate, straightforward and using the appropriate channels according to the respective situation.

The Company also prohibits any communication, publication or announcement, whether internal or external, verbal or written, that is false, distorted, or with malicious intent to harm the reputation of an individual or group.

Every communication must be carried out with the appropriate language and tone, and must not damage the Company's image or reputation.

14. Harassment

To foster efficiency, the Company is committed to creating a positive work environment free from any form of harassment. Reports of any situation or behavior that is goes against the Code of Conduct will lead to a serious investigation and, should the case turn out to be true, disciplinary action will be taken.

The various forms of harassment are as follows:

- (a) Verbal harassment, e.g., distorting the truth, slander, claims that damage one's reputation
- (b) Physical harassment, e.g., threats, attacks, threatening to attack
- (c) Visible harassment, e.g., aggressive communication, expressing gestures or showing images that cause distress
- (d) Sexual harassment, e.g., flirtation, demanding sexual favors, or other physical or verbal forms of sexual harassment

15. Gambling, consumption of alcohol and drug use

Employees are forbidden to possess, purchase, sell, transport, consume or use alcohol, drugs or controlled substances (except if prescribed by a medical doctor) on the Company premises.

Employees are forbidden from all forms of gambling on the Company premises.

16. Recommendations

This Code of Conduct cannot provide guidelines for any and all situations or provide responses to all queries which may arise. Therefore, it is extremely necessary for the Company to rely upon the discretion of the Board members and employees to consider what is correct and when it is appropriate to discuss with others about the suitable behavior or action.

Should there be any uncertainty about what is "the correct way to act/ behave", the following five questions should be considered.

- (a) **Safety** -Will the thing that I am doing or not doing cause harm to someone else's life, health or safety?
- (b) **Rules and regulations** -Will the thing that I am doing or not doing violate national law, local law or any rules or regulations?
- (c) **Policy** -Will the thing that I am doing or not doing violate the policies, regulations or guidelines stipulated by the Company?
- (d) **Dignity** -If the thing that I am doing or failing to do comes to be known by my supervisor or colleagues, will I feel guilty/ashamed?
- (e) **Image** -Is the thing that I intend to do or refrain from doing inappropriate, dishonest or damaging to the Company's image?

If your answer to any of the above questions is "yes", it is possible that the action/behavior that you have chosen to pursue or refrain from may be an ethical violation or conflict. If any query or uncertainty should arise, the situation should be discussed with your supervisor or human resources personnel responsible for your department.

Conclusion

Fairness, honesty and integrity are considered the key principles in the operation of the Company. At the same time, the Company is committed to providing excellent services. Consequently, said commitment is an essential part of each Board member and employee, and should be clearly expressed in one's speech, actions and behavior. Interactions with customers, whether face-to-face, via telephone or written correspondence, must be conducted with respect, care and enthusiasm.



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Report of the Audit Committee

Dear Shareholders,

The Audit Committee, appointed by the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited, consists of three members as following:

- | | |
|--|---------------------------------|
| 1. Associate Professor Dr. Preecha Jarungidanan | Chairman of the Audit Committee |
| 2. Associate Professor Dr. Aekkachai Nittayagasetwat | Audit committee Member |
| 3. Professor Kampol Panyagometh | Audit committee Member |

And all of them are experts in accounting, finance, economics , risk management and internal control.

In 2025, the Audit Committee held 4 meetings to review the correctness of financial statements, Auditor report, internal control system, risk management, Good Corporate Governance , preventing fraud and corruption, supervision of internal audit, transactions of conflict of interest or related transaction, recruiting Auditor and fixing the remuneration, compliance with the law of the Securities and Exchange Commission and the law related to the company's business and review to confirm the compliance of the company with the International Financial Reporting Standard (IFRS) and arrange one meeting with Auditor without the participation of the company's Management.

Financial Report

For the period ended on 31 December 2025, the Audit Committee opined that the financial statements were prepared in accordance with the General Accounting Accepted Principles and disclosed the information in note to financial statements properly whereas the Certified Public Accountant expressed and opinion on the financial statements in the independent Auditor's Report and conducted their audit to confide that the company can comply with the International Financial Reporting Standard (IFRS).

Report of the meeting of the Audit Committee

The report was submitted to the Board of Directors to acknowledge and was set as the agenda in every meeting of the Board of Directors. The report gave useful recommendations to the company's management team to be in line with the good governance practice and the rules and regulations of the Stock Exchange of Thailand.

Performance Evaluation

The Audit Committee performed completely according to the charter. The Audit Committee performed in line with the good practice, which supported the company's good governance.

Conflict of Interest or related transactions

The Audit Committee reviewed related transactions between the company and its subsidiaries and related persons to consider the business transactions appropriately and maximize the company's benefit and comply with the Stock Exchange of Thailand's regulation. The company disclosed the information of the related transactions completely.

Consideration of the Auditor selection and fixing the remuneration

The Audit Committee considered selecting the auditor from EY Office Limited to be the company's auditor for year 2025 and also considered the auditing remuneration submitted to Annual General Meeting of Shareholders for approval. The auditor names are as follow.

1. Miss. Vilailak Laohasrisakul -Certified Public Account No. 6140 and/or
2. Mr. Termphong Opanaphan -No. 4501 and/or
3. Miss Manee Rattanabunnakit -No. 5313

For period ended on 31 December 2025, the auditor who certified the financial statements of the company was Miss Vilailak Laohasrisakul

Compliance with the law of the Securities and Exchange Commission and the law related to the company's business. The Audit Committee reviewed the company's operation in accordance with the law of the Securities and Exchange Commission and the company's business is not against any related business law.

The Audit Committee has performed its duties independently, carefully, and honestly and has stated its opinions openly to ensure that the company's internal controls are in compliance with the law, rules and regulations related to business operations and there is a review of corruption as well as ensure that the Audit Committee's 2025 performance achieved the objectives set by the Board of Directors.

(Associate Professor Dr. Preecha Jarungidanan)
Chairman of the Audit Committee

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Report of the Nomination & Remuneration Committee

Dear Shareholders,

The Nomination & Remuneration Committee, appointed by the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited for a three-year term of office, consists of three members. The Chairman of the Nomination & Remuneration Committee is appointed from the independent directors.

- | | | |
|----|---|---|
| 1. | Associate Professor Dr. Preecha Jarungidanan | Chairman of Nomination & Remuneration Committee |
| 2. | Associate Professor Dr. Aekkachai Nittayagasetwat | Nomination & Remuneration Committee Member |
| 3. | Mr. Yunyong Sawasdi | Nomination & Remuneration Committee Member |

The Nomination & Remuneration Committee has performed its duties and responsibilities independently as prescribed in the Nomination & Remuneration Committee charter to consider the forms and principles of compensation for directors, presented at the shareholders' meeting for approval annually as well as the remuneration of Chief Executive Officer, which is submitted to the Board of Directors for approval.

In 2025, the Nomination & Remuneration Committee held 4 meeting with full attendance of the three Nomination & Remuneration Committee members to consider and determine the annual retainer fee and the meeting attendance fee. Also in 2025, the Nomination & Remuneration Committee had evaluation performance of CEO and considered the salary and benefits of the new Chief Executive Officer before submitting to the Board of Directors to consider and approve. The committee assigned the independent financial consultant to provide the necessary information for consideration. The directors with conflict of interest will not join the meeting.

The Nomination & Remuneration Committee considered both fees for 2025, carefully taking into account the guidelines practiced by other firms in the same industry, the company's performance, as well as directors' knowledge, capabilities and experience. Remuneration deemed appropriate was determined and submitted for approval the same amount of Remuneration in year 2024. The details of the Nomination & Remuneration for the members of the company's Board of Directors and the sub-committees' members are shown in the part of the Nomination & Remuneration for the members of the Board of Directors of this annual report.



(Associate Professor Dr. Preecha Jarungidanan)
Chairman of the Nomination & Remuneration Committee



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Report of the Risk Management Committee

Dear Shareholders,

Stars Microelectronics (Thailand) Public Company Limited realizes the importance of risk management as it is important to business operations. The company's Board of Directors has appointed a risk management committee to assess and analyze the various risk factors that may affect the company's operations and to set measures to prevent and reduce the risks continuously. The company realizes that the good risk management system will increase the value of business for shareholders and create sustainable growth for the company.

In 2025, the risk management committee carried out its duties as assigned by the Board, having held four meetings in total. The committee's major accomplishment are summarized below.

- 1. Assessed Risks and define the framework of the risk management for each department to cover the Company's internal and external risks, cover the strategy risks, operation risks, financial risks, social and environment risks and emerging risks.
- 2. Followed up the company's compliance with the risk management policy continuously in order for the system to be effective.
- 3. Reviewed the company's concepts of risk management and procedural guidelines by considering various factors such as society, politics, economy, environment, technology, competitor, etc.
- 4. Report the risk management to the Audit Committee and Board of Directors for consideration and approval in defining the appropriated risk management plans and apply to action in the company.

From the mentioned above, Risk Management Committee has prudently considered the risk assessment and evaluate the level of risk and define the measures to prevent and manage the risks to manage the risk at acceptable level.

The Risk Management Report was submitted to Audit Committee to set the sufficient internal control system and reported to every Board of Directors meeting. The content of the company's risk management has been put into this annual report.

Professor Dr. Kamphol Panyagometh
Chairman of the Risk Management Committee

Report of the Sustainable Development Committee

Dear Shareholders,

In 2025, Board of Directors approved the renaming of the "Corporate Social Responsibility Committee" to the "Sustainable Development Committee", in order to enhance and strengthen the governance of sustainability matters in a more comprehensive and systematic manner, in line with best practices for listed companies. The Committee is responsible for determining the direction, policies, and framework for the Company's sustainability operations to ensure compliance with applicable laws, regulations, and relevant standards, under the principles of good corporate governance. In this regard, environmental, social, and governance (Environmental, Social and Governance: ESG) considerations are integrated into the Company's corporate strategy to enhance competitiveness and support stable and sustainable long-term growth for all stakeholders.

The Sustainable Development Committee serves a term of three years per appointment. The Chairman of the Committee is authorized to appoint or adjust committee members as deemed appropriate. The Committee is required to convene at least two meetings per year and to report its performance to the Board of Directors at least once a year, in order to ensure transparent, accountable, and systematic oversight.

In its first year of establishment, the Sustainable Development Committee focused on laying the foundation for the Company's sustainability governance and management. Key activities included reviewing existing policy frameworks, organizational structures, and the status of sustainability-related initiatives previously undertaken by the Company, in order to assess their alignment with stock exchange requirements and relevant standards. The Committee also defined directions for further development and enhancement of ESG implementation to achieve greater clarity and practical effectiveness.

In addition, the Committee emphasized the importance of fostering a shared understanding across the organization and enhancing the readiness of relevant functions to support the execution of sustainability strategies in the next phase. This included defining roles and responsibilities, establishing supporting working teams, and developing sustainability-related competencies among personnel.

The Sustainable Development Committee believes that establishing a systematic sustainability foundation from the first year will serve as a key mechanism in supporting the Company's business operations to grow in a stable and transparent manner, while creating long-term value for shareholders and all stakeholders.

On behalf of the Sustainable Development Committee, the Company would like to express its sincere appreciation to shareholders, business partners, employees, and all stakeholders for their continued support. The Committee remains committed to overseeing and continuously advancing the Company's sustainability efforts to ensure stable and sustainable growth in the future.

Yours Sincerely,

Dr. Nunticha Chaikul
Chairman of Sustainable Development Committee



Business Operation
And Operating Results

Corporate Governance

Financial Statements

Attachments

Attachment 1

Attachment 2

Attachment 3

Attachment 4

Attachment 5

Attachment 6



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